

Draft

Support Staff Council Minutes
August 13, 2008

MEMBERS PRESENT: Anita Adams, Lauraly Dubois, Tom Everett, Edy Fitch, Kelly Hall, Karen Harris, Nancy Hauger, John Keegan, Diana Kemp, Ellen Knoblett, Leslie Krockenberger, David Lofton, Marni Loyd, Tracy McDaniel, James McKittrick, Gary Neese, Theresa Ortega, Margaret Pearman, Roxanne Torrence, Wilma Turetzky, Patsy Weltich, Debbie Woolard

ABSENT EXCUSED: Jennifer Brewer

ABSENT UNEXCUSED:

EX-OFFICIO: Wil Downs

GUESTS: President Daniel Bradley

Meeting called to order at 11:05 am.

APPROVAL OF MINUTES:

The June 12, 2008 minutes were approved with changes.

The July 10, 2008 minutes were not available because of Brewer's absence.

TREASURER'S REPORT:

The June 12, 2008 Treasurer's Report was approved with no changes.

EXECUTIVE COMMITTEE REPORT:

Torrence introduced the university's new President, Dr. Daniel Bradley. Torrence then asked everyone to introduce themselves to Dr. Bradley and tell him which department they worked in.

Torrence announced the resignation of Weltich as treasurer. Then announced there would be an election for a new treasurer. Torrence explained that she had consulted with Downs, our liaison, and suggested that we use the same names that had previously been on the ballot since it was only two months old. Everyone that had been on the ballot had agreed to be nominated again. Adams spoke up saying this procedure was violating the by-laws and there should be nominations from the floor. After checking the by-laws and much discussion, the Executive Committee found nothing was done improperly.

However, the Executive committee decided to go ahead and take new nominations from the floor and add them to the ballot. Turetzky and Adams names were added to the ballot. The vote ended in a tie, thereby, causing Torrence to vote. Knoblett was elected as the new treasurer for the council.

Torrence reported that Weir, representative from the Library had submitted his resignation as he will be taking another position in Kentucky. Debbie Morecraft was next in line but she was not available to serve. There were no other nominees from the recent election, so Turetzky and Pearman will meet with Election Committee chair, Harris, to see if they can find someone. If not, we will need to have another election.

The Executive Committee will be meeting with President Bradley on August 18, 2008 to discuss new ideas and suggestions.

The Benefits committee will be meeting to see if there is a need to continue this committee.

University Committees – Torrence has appointed Kemp to be on the Non Smoking Implementation Task Force Committee. Torrence will be on the committee to re-organize the University handbook.

HUMAN RESOURCE REPORT

Downs first spoke about the “exemplary performance bonus” that will be issued. He told the council that the letters would be delivered to the recipients by the end of the week, August 15, 2008. The checks would be included on the August 29, 2008 pay. The topic brought up several questions about how the letters would be coming, if supervisors should be announcing the names, and if the same bonus would be issued next year. Everyone agreed that the thought behind the bonus was an excellent idea. The bonuses have caused so much jealousy and favoritism that it really needs to be revised if they are given again. Downs explained that the 3.5% increase that most people received was a performance raise, but the exemplary bonus was for individuals who have gone above and beyond their normal duties. Dubois again said it was a wonderful idea, but we really need to work on damage control because so many people are upset about the process.

The Non-Smoking Implementation Task Force will be meeting soon for implementation strategies. Downs is the chair of this committee.

Downs also mentioned that summer flex scheduling had very positive feedback. Downs will be sharing this information with the administration. HR is planning on giving people a chance to voice their opinions about the flex schedules. It was mentioned that there are some departments that are still using the flex schedule. Downs said that was fine as long as the management in those departments felt they could still operate efficiently, he didn't have a problem with it.

Downs asked how many people participated in the wellness program and several people on council raised their hands. He mentioned that it has been very effective so far.

A question was asked about the compensation project. Downs said they are still working on it. Things are moving along, but Downs couldn't give a final date at this time.

COMMITTEE REPORTS:

Election Committee: Karen Harris, Chair

No report given.

Employee Relations: Kelly Hall, Chair

Hall announced that the Rep. Sessions will be held on October 16th at 17th this year. The times will be 9:00 am and 11:00am and then 1:00 pm and 3:00 pm. Hall said some will be held in the COB, Library, and Burford Hall. The committee is still looking for one more location.

Public Relations: Jennifer Brewer, Chair

Torrence gave the report.

The 2nd Annual Support Staff Picnic will be held on September 13th at the VFW picnic grounds in Riley again this year. More information will be forthcoming.

Scholarship Committee: Toni Bolinger, Chair

Bolinger explained that there were 18 applications for the scholarship this year, however, two were disqualified. There was enough money to award 12 scholarships.

Salary & Employee Benefits Committee: Wilma Turetzky, Chair

No report given.

DISCUSSION:

Hall announced that Chuck Norman and Melony Sacopulos will be holding a training class on August 26, 2008 from 11:30 am-12:45pm for the Grievance Appeals committee. The location will be announced very soon.

Next meeting: September 11, 2008, HMSU 321

Meeting adjourned after scholarship ceremony.