



Unapproved Minutes
January 26, 2011

Members Present: Terri Alvey, Mary Ann Bernard, Julie Bordelon, Bobbie Brown, Sylvia Dillworth, Brandan Garrison, Shannon Hoehn, Chris Jines, LaVerne Jones, Kim Jost, Katie Mathew, Melissa Miller, Amanda Mitchell, Debbie Whiteside, Cynthia York, Angie Goebel, Catherine Vaughan, and HR Director Donna Evinger.

CALL TO ORDER: Shannon Hoehn called the meeting to order at 2:04pm.

Minutes from November 23 meeting were read and corrected. A motion to approve the minutes with corrections was made by Mary Ann Bernard, seconded by Angie Goebel.

Committee Reports:

Economic Benefits: Kim Jost presented the four Budget Proposals that Staff Council would be presenting at their Budget Hearing on Monday, February 21 at 9:35am in Carter Hall A. The four proposals were:

- 1) Base rate increase for FY 2011-2012, 3% or max afforded under current economic conditions
- 2) Special, across the board, salary increase program for support staff with longer service; 1% at 10 years, and another 1% at 20 years
- 3) Increase in the incentive pay for degree completion of both existing and future degree fulfillment; raise rates to \$.13/hour for A.S., \$.26/hour for B.S., and \$.39/hour for M.A.
- 4) Increase the wage differential between 2nd and 3rd shift to create a two-tiered system: 2nd shift would continue to receive \$.25/hour for the shift differential, 3rd shift would receive an additional \$.15/hour for a total of \$.40/hour in shift differential

Staff Council also discussed how the proposals fit the Strategic Plan and determined the following reasons:

- 1) Creates a greater sense of community
- 2) Higher wages offer a more stable and knowledgeable support staff
- 3) Having a good working environment at USI leads to more "good will" towards USI from the community
- 4) Greater networking opportunities



The EBC also spoke briefly about a new “Get Fit” Program they have been in discussions with the RFC about developing for the Support Staff. The program would create a rewards/incentive program for engaging in healthy activities. It would focus more on building a healthy lifestyle and less about losing weight only.

Employee Relations: Melissa Miller spoke about Student Worker Appreciation Week and the Employee Picnic.

Student Worker Appreciation Week is February 14 – February 18. The Employee Relations Committee sent out an email asking different departments what they do for their Student Employees and has been posting the testimonials to the new and improved Staff Council website. They will also be sending out an email with certificates that can be printed for the students.

The Employee Picnic will be held on May 18 in Carter Hall. The theme for this year’s picnic is “South of the Border” and will feature a Taco Bar and other Mexican cuisine.

Nominating Committee: Chris Jines reported that the Nominating Committee is working with Ingrid Lindy in HR to get the names of all eligible Support Staff, and will be sending an email about nominations soon.

Smoking Committee: Julie Bordelon reported that there is now a countdown to stop smoking by July 1, 2011, when the USI campus becomes smoke-free. After the summer sessions end, USI Security will be enforcing tickets and other appropriate repercussions for smoking on campus. Smoking will only be allowed in personal vehicles on campus, including housing.

Old Business:

Julie Bordelon motioned to table the “By-Law Issue” to a later date, the motion was seconded by LaVerne Jones.

New Business:

Dr. Draughon, Executive Director of Planning, Research, and Assessment, spoke to Staff Council about the Strategic Plan Committee, the key initiatives that have been identified, and to recruit volunteers for the sub committees. She invited any of us to attend a ½ day retreat held in Carter Hall on 1/31 from 1-4pm or to join the “Leadership in the Region” group from 1-4pm on 2/9 at Innovation Pointe downtown for another mini retreat.

Due to the sudden departure of our Staff Council Chair, Samoa Hempfling, Shannon Hoehn succeeded to the Chair position for the remainder of the 2010-2011 term. We took nominations and held a vote to elect a new Vice-Chair. Mary Ann Bernard was elected the Vice-



Chair of Staff Council for the remainder of the 2010-2011 term. Congratulations were offered to Mary Ann on the acceptance of her new post.

It was announced that our next meeting would be held on February 23 at 2pm in BE 3024.

A motion to adjourn the meeting was made by Kim Jost, seconded by Julie Bordelon. The meeting was adjourned at 3:55pm.