



Staff Council Meeting Minutes March 21, 2017

Members Present: Jeff Smith, Kathy Oeth, Rebecca Lutton, Sherry Tynes, Amy Doninger, Mary T. Scheller, Nicholas Bebout, Cole Collier, Denise Michael, Heather Odom, Shelby Jackson, Gloria Butz, Terri Alvey, Lisa Wulff, Stephanie Russell, Cindi Kueber, Vincent A. Frazier, Nita Musich, Travis Dickison, Julie Whorl, Tina McCalment

Members Absent: Tammy Oliver

Alternates Absent:

Guests Present:

- I. Call to Order – Nita Musich called the meeting to order at 2:03 p.m.
- II. Approval of Minutes – Travis Dickison moved to approve the minutes; Nick Bebout seconded. The minutes were approved as read.
- III. Committee Reports
 - A. Employee Relations – The committee met to finalize the plans for the employee picnic. The theme will be “Don’t get bored this summer” with an emphasis on board games. The committee is planning a family-feud type contest. They have requested a student to act as the game’s host and will work with University Relations to provide swag bags for prizes. Ann Fisher will finalize the menu and send a contract to Human Resources.
 - B. Economic Benefits – Vince Frazier explained the process of choosing a consultant to conduct the compensation study for support staff. Four companies were invited to submit proposals. Three of the four visited campus to present their study plans. The steering committee unanimously selected Lockton Company. Steve Bridges and Andrew Lenhardt agreed with the selection and the University has hired Lockton. Vince emphasized that this is the first time the University has engaged with Staff on issues of compensation. It is important that we remain positive and encourage co-workers to take part in the process. Steve has stated emphatically that there is no plan to cut back, outsource or declassify staff. The goal is to elevate competitiveness for hiring and retaining quality employees.

Nita will present Staff Council’s budget requests on Friday, March 24. We agreed to ask for a 3% pay increase for support staff as our first priority with the understanding that we be able revisit the request after results of the Compensation study are completed. Our second priority is a request to adjust benefits to include a 100% payout of sick time upon retirement; the third request is a change to professional development to increase the number of hours covered by the tuition waiver to 21 credit hours per fiscal year.
 - C. Nominating – Travis Dickison reported that nominations for Staff Council will be accepted from April 3 – April 28. OPRA will send an announcement with a link to the ballot. Voting will begin on May 8 and close at 4:30 p.m. on May 15. Travis hopes to report the results on Tuesday or Wednesday of that week. There are 7 positions open. Four members are at the end of their first term: Terri Alvey, Tina McCalment, Mary Scheller and Sherry Tynes. Two members, Cindy Kueber and Lisa Wulff, are term limited and cannot run again this year. Nita’s term is up but she will return next year as Past-Chair.
- IV. Other University Committee Reports
 - A. President’s Council – President’s Council hosted a speaker on Compassionate Responses as part of Title IX. Two faculty members, Sakina Hughes and Phoneshia Wells, are creating an organization for women of color. The organization will be open to all faculty, staff, administrators and graduate students. There was also discussion of E-sports (video games) in the Rec Center. There are student competitions and scholarships available.
 - B. Administrative Senate – It was announced in Administrative Senate that paper checks are going to be discontinued. Future payroll payments will be made through direct deposit to bank accounts or debit cards.
 - C. Faculty Senate – There was a discussion in Faculty Senate of student course evaluations.
- V. Old Business – As indicated above, Lockton Company was hired to conduct the Support Staff Compensation Study. The steering committee met with Kindra Strupp in University Relations to plan how to communicate study elements to the campus. The goal is to maintain transparency throughout the process. Communication will take place on the Human Resources and Staff Council webpages. The steering committee will meet next week to determine the timeline and make plans for launching the project.
- VI. New Business – There was no new business.
- VII. Discussion/Announcements - Mary Scheller reminded everyone that there is a blood drive going on in Carter Hall. Nita encouraged Council members to attend the Budget Presentation on Friday. The next meeting will be April 18, 2017 at 2:00 p.m. in OC 2020.

The meeting adjourned at 2:43 p.m.