

Staff Council March 14, 2019

In Attendance: Abby Wright, Alisha Moorhead, Andrea Rademacher, Angie Napier, Barry Overpeck, Beth Phillips, Britany Dean, Carolyn Rohlfing, Debbie Woolard, Chaqra, Jamie Hays, Jerry Caskey, John Sneddon, Karen James, Melissa Chase, Michelle Lewis, Pam Malone, Patti Bolton, Raine Lee, Rhonda Beecroft, Roxanne Torrence, Sarah Froderman, Tina Pitts, Todd LaComba, Tracy McDaniel

Excused: Yolanda Barnhill

Unexcused: Tom Everett, Ryan Hamilton

10:30 am Call order: Chaqra

SGA Report-

- Mental Health fee referendum, 1235 student vote, fee passed by 68% approval
- Tuition fee-on campus enrolled in 6 or more \$75, summer \$35 enrolled in 3 or more. 1.3 million, based on rec center from fall 18. 75% to hire council staff. 8% to training, 7 % Michael Phillips memorial fund, 5% co pay for UAP, 2.5% to office of student health promotion for programs, 2.5% counseling center and Dean of Student for additional programming.
- SGA- next President is Maddie Longyear and VP is Ashley Morgan

No faculty senate report

HR- Rick Enyard-

- Meeting with SC sub groups.
  - Target salary
  - Implement work vs education substituting
- Amy is still doing wellness programs, groups and 1:1
- OUCH training by Kale Walker
  - Biases and stereotypes
  - Inclusion and respect in the workplace
  - Can have 1:1 or departmental training

Public Relations-Successful events so far

- Trivia was Tuesday, very successful, waiting on final numbers
- Carnations on sale- deadline April 5, already accepting orders
  - Will be on website and ISU today
- Not doing earth day table
- All events raised- over 6000\$ so far

Credit card machine-

- Wired machine, \$261, \$500 for phone line, monthly phone line, and usage fee- over 700\$.
- May to October can shut off to save on usage fee.
- Wireless machine 753\$. 19 per month and usage fee. Can suspend both fees when not in use

- Would have to pay to have phone line switched when treasurer changes
- Wireless may not always work
- Cost and Wireless not always working are issues
  - Waiting for money total and how many people paid with credit card from Habitat
    - Silent auction did increase participation due to ability to pay with credit card

#### Employee Relations- No report

- Final status of proposals
- Nancy has not received any comments or questions since the last email was sent

\*Chaqra thanked committee for all the work

#### Staff Benefits-

- Meeting with HR
  - Midpoint
  - Target salary
  - Not the best answers so far
- Take away- Rick is working to change midpoint requirements behind the scenes.
- Talks about upward movement and midpoint
- There are some talks about what education can person get to improve promotion and status

#### Executive Committee-

- Thanks to all of Staff Council for the work this year.
- Thanks to PR- lots of comments from people about the events.
- Thanks to ER- for their work on charges.
- Budget committee- Diann McKee, The University is expecting a drop in enrollment. May be a budget reduction of 5.5 million next fiscal year. Provost will see reduction of 3.5 million. Numbers can change after census and State funding. Commission for Higher Education looking at 5% and 8 % increase in funding. Governor's office looking at 7% increase in funding for both years. Final reduction maybe over \$6 million, it depends on enrollment and final increase in budget.
- Academic affairs will have a \$4 million reduction.
- University is planning to reduce without impacting personnel. Will cut in other areas.
- Thanks to President Curtis and Provost Licari for support in challenging times. May have still have 1.5% increase in pay. No increase in health insurance.
- University email retention policy will end. IT is working with the Provost to check on this.
- Council building ties with Board of Trustees. We extended an invite for Annual Meeting.
- Chaqra sent email to Ashley and Maddie congratulating them on getting elected to SGA.
  - What is issue faculty had with retention? Using email for storage for their work.

#### Approval of minutes

Todd Approve, Jamie second

- Adjust Jamie's name. Page 4 proposal 4 "things in" - This is complete

24-0-0 APPROVED

Treasures report

- Made a deposit today that will reflect on Next month's report
- Didn't receive foundation until yesterday- will be reflected next month
- Foundation is working on getting holiday choir account into staff events fund

New Business

#### **Proposal #4**

Melissa Moved, Andrea Second

Discussion:

- Did all comments get sent to committee to update?
- Proposal reflects current goals of the university
  - There is no goal 6- Change to goal 5
- Did the committees vote on it? Yes- would like to see it reflected on the proposal notes.
- Recommendation- 2 years in same field? (Page four)
- Does it demean an associate's degree?
- Could we double amount of time for degree for experience?
- We don't have current equivalencies
- The proposal includes both UK and SIU, what are we actually asking for?
  - We are proposing the UK model
- Do we need to propose our own?
  - Can we come up with something specific? Should it be proposed by Staff Council, and not the subcommittee?
- Actual equivalencies should be HR decision, it is just a suggestion from us.
- Proposal needs to be specific -they are not clearly worded. What are we asking for?
- Who decides equivalency? HR? Is experience equal to job needs?
- If we approve the proposal, it goes to HR to decide.

Jamie moves to table proposal and possibly create subcommittee from committee at large to hammer out wording and wants of Staff Council.

23-0-1 passed

#### **Proposal #3**

Tina motion, Rhonda second

Discussion

- Would like committee vote
- Rational first instead of recommendation- just how template was laid out
- Would like to vote on three different recommendations separately.
- Do we have numbers or space?

Roxanne motion to vote on individual recommendations, Tracy second.

23-0-1- Passed

### **Item 1**

Roxanne motion to approve item 1, Jamie second

Discussion

- Jamie- move to amend- over 5 days for all to be recognized
- HR will send lists
- Who will create new documents to separate the recommendations
  - The Employee relations committee

Review of comments in minutes by subcommittee to be sure they are reflected

Move to send over 5 days as amended 23-0-1

### **Item 2**

Jamie moves to approve, Melissa seconded

Discussion

- 2016 data- we don't know how many people or how much space
  - Amend to include: 10 years invite a guest if space and budget allow.
- 5 year staff doesn't have to invite anyone. It is not offensive.
- If spouse also works- how many people will it impact?
- Hulman Center would be only other place to hold this if it gets bigger- how many things are we bring forth to HR, what is practical? When do we lose bargaining chip if we inundate them?
- Is having a guest really an issues?

Vote: 9-12-3

Vote did not pass

### **Item 3**

Jamie motion to approve, Karen second

Discussion:

- Is the award only one person? Would there be one for everyone? Who determines who gets it? Who gathers the items?
- It's like a door prize- 1 or 2 baskets?

- Needs to state in proposal- limited basket, who is gathering items? Who will deliver if not present?
- Business would value gaining recognition. However there are lots of organizations asking for donations.
- We already ask for other donations throughout the year. We may be asking too much from community.
  - Executive committee can obtain gifts from the outside.
  - Can we buy a parking pass and provide it?
  - What can we get from the university instead of outside businesses?
    - The event is October already into parking season.
  - We could get a gift certificate to Barnes and Noble
    - Taxable to employee if we purchase items

Jamie, move table proposal and finalize at next meeting. Tracy second

Vote: 24-0-0

Special Election

Jamie motion to move special election discussion, Ali second

Discussion: EMMC- What are we doing? We will leaving as is until we can change our bylaws.

Abby- nomination will open until we get back from spring break.

Motion to approve special election Melissa, second Michelle

24-0-0 approved

Ali- table Proposal #1, Jerry second

24-0-0

Move to close discussion 12:25