



STAFF CONGRESS MEETING
November 12, 1987

Landrum Hall - Room 110
1 p.m.

AGENDA

- I. Call to Order
- II. Approval of October 8, 1987 minutes
- III. President's Report
 - 1) Appointments
 - 2) Consultant for Salary Administration Policy
 - 3) University Non-resident Fees Committee
- IV. Vice-President's Report
 - 1) Board of Regents Meeting
- V. Committee Reports
 - 1) Benefits - Margaret Groeschen
 - 2) Constitution & Bylaws
 - 3) Credentials & Elections - Marjorie Scheller
 - 4) Policies - Janet Krebs
 - a) Review Committee
 - 5) Liaison - Lora Cann
 - a) Newsletter
- VI. Ad Hoc Committees
 - 1) University Lobby Committee - Virginia Stallings
 - 2) Food Service Advisory Committee - Peg Goodrich
Ron Rieger
 - 3) Salary Administration Policy - Janet Krebs
 - 4) Emergency/Evacuation Committee - Donna Gosney
 - 5) Health Insurance and Flexible Benefits Committee -
Diane V. Hunley
- VII. Old Business
- VIII. New Business
- IX. Adjournment



STAFF CONGRESS

STAFF CONGRESS MINUTES Meeting of November 12, 1987

MEMBERS PRESENT: Jackie Baker, Carla Behymer, Lora Cann, Shirley Garrett, Joe Gimpel, Peg Goodrich, Donna Gosney, Margaret Groeschon, Mary Huening, Diane Hunley, Janet Krebs, Bonnie Mullikin, Don McKenzie, LaVerne Mulligan, Sue Roth, Marilyn Reis, Roseanne Rawe, Ron Rieger, Marjorie Scheller, Virginia Stallings, Jack Strauss, Nancy Trimbur, and Mary Wilson.

MEMBERS ABSENT: Marilyn Gosney, Pat Harrington, Jeannie Holtz, Russ Kerdolff, Darlene Miller, Pat Mullins, Rocke Saccone, Ruth Saccone, and Jim Wilson.

GUESTS: Phil Webb

- I. The November Staff Congress meeting was called to order by President Don McKenzie. A quorum was present.

President McKenzie called for an approval of the October 8, 1987 minutes. Corrections are as follows:

Page 2 Section 5, #1, line 7, add between the words
"with" and "non-profit" a company who can administer
cafeteria style benefits to

There were no other corrections, deletions or additions, therefore the October 8, 1987 minutes were approved.

- II. President's Report: Don McKenzie

As of the October meeting there were five openings in Staff Congress seats. Three of the openings were then filled during the meeting by Mary Wilson-Administrative Affairs; Phil Webb-At Large; and Marilyn Reis-Physical Plant. There are still two vacancies, one in Skilled Crafts and the other in General Administration. The three positions just filled were unanimously voted in.

Don then placed each new representative on committees that had vacancies. Phil Webb was placed on the Benefits Committee, Marilyn Reis and Mary Wilson were placed on the Election and Credentials Committee.

Don stated that there had been so many changes in recent months that he would have a new Committee Members list drawn up and sent out to everyone with all the new members in place.

Don reported he had appointed Janet Krebs as the Staff Congress representative to the Salary Administration Policy Committee which is a university wide ad-hoc committee charged with finding a pay consultant who will go over the faculty and staff salaries.

Don has appointed Kathy Qualls to a university wide committee to review non-resident fees. Don further explained that at regular intervals the University forms this committee and that Kathy had represented staff in the past and was willing to continue in this capacity. A question was raised as to whether the person should be a member of Staff Congress. Don stated that it was a University committee and saw no reason why she could not represent the staff.

III. Vice-President's Report: Diane Hunley

The Regents met on Wednesday October 21, 1987 at 4 p.m. with Dr. Boothe reporting the following:

Grants and Contracts activity between July 1 and September 30 this year had 24 new proposals submitted. There were also 42 proposals approved. Funds to finance proposals for this time period exceeded 1 million dollars. This was an increase of 15% over last year this time.

Campus Planning design work is complete for the Applied Science and Technological Center. The bidding process opened October 30 with plans in the works for groundbreaking. Repairs are still in process on the Landrum Building as well as Steely Library and the Fine Arts Building. Diane further stated that the work on the baseball dugouts is complete and if funds are available they can determine if there will be concession stands and bleachers built.

Diane stated that the University has purchased a \$5 million Liability Insurance Policy covering regents, directors, officers, administrators, faculty, staff, student teachers and volunteer workers.

A listing of all new Faculty and Staff was read at the meeting along with a listing of all Faculty and Staff who have left the University. Diane reported there were 44 new staff members and 31 who left, plus 16 who were transferred to other departments on campus.

The 1988 Biannual Operating Budget Request was submitted to the Council on Higher Education. If this budget is approved, it would permit a 9% increase in salaries for the 88-89 term and a 5% increase for the 89-90 term. It was also stated that the likelihood of NKU receiving full budget was very slim.

Diane had nothing more to report.

IV. Committee Reports:

1) Benefits Committee - Margaret Groeschel
The survey is just about complete and ready to go to the Executive Council. Margaret reported that it is about 8 to 10 pages and that they tried to cut it down but found that they could not get all the information they needed with less questions.

2) Constitution and Bylaws Committee - No report
Don McKenzie did state that the Chair, Pat Mullins, was on maternity leave and that the committee was turned over to the Vice Chair, Donna Gosney.

3) Elections & Credentials Committee - Marjorie Scheller
No report.

4) Policies Committee - Janet Krebs
No report

Past Presidents Review - Janet Krebs

The survey is completed and they are waiting for a meeting with Dr. Scholes and Mike Hickman. The survey is 3 to 4 pages long to find out ones conception of Staff Congress. The committee is also wanting to give an abbreviated version to the Executive Council of Staff Congress and another abbreviated version to the directors of the university departments to get their feelings of Staff Congress.

5) Liason Committee - Lora Cann

Lora stated that if you have anything for the newsletter it must be in to her by November 16th. Diane Hunley stated that Ron Burris' mother died Tuesday, November 10th, and that Dot Pearson, of the Parking Office, passed away Wednesday, November 11th. Don stated that Dot wanted any memorials to go to the NKU Scholarship Fund or to St. Rita's School for the deaf.

V. Ad-Hoc Committees

1) University Lobby Committee - Virginia Stallings

Virginia stated that they had only a few brief meetings, one of which was about the distribution of the personal lobbying effort which everyone received. She reported that she and Royleen Seibert attended a legislative workshop in Frankfort on how to work with legislators. She urged everyone to call their legislator in Frankfort on how they feel about higher education. She said they work for us and we have to make them aware of how we feel about higher education. She also reported that the rally is planned for late January and she hopes everyone will be able to attend.

2) Food Service Advisory Committee - Ron Rieger

The committee has not met as they are having difficulty in find faculty members to serve. Ron stated that he had received two letters from university personnel and that he had passed the letters on to Ken Ramey in Business Services. Ron did know that one of the letters had been acted on and that Seiler is trying to correct any problems as they arise. Ron said to remember that remodeling will begin in mid-December and the cafeteria will be torn up for approximately one month.

3) Salary Administration Policy Committee - Janet Krebs

No report

4) Emergency Evacuation Committee - Donna Gosney

President Don McKenzie said that he was on the agenda for the Faculty Senate meeting on November 16th to address any questions the faculty may have. He also reported that Dr. Boothe read the July 19th minutes and sent a letter to Dr. Scholes that he was very concerned and supportive in our efforts in this matter. Dr. Boothe wants Dr. Scholes to get with other members of the committee and resolve the problems as soon as possible.

Don stated that Dr. Scholes has sent Donna Gosney a letter of his full support and for Mr. O'Connor, of Public Safety, and the committee to meet with him in the near future and discuss their mutual interest.

Donna stated that there had been a fire drill in the Landrum Building at 8:30 a.m. one morning but nothing other than that.

5) Health Insurance and Flexible Benefits - Diane V. Hunley

Margaret Groeschen gave the report that the committee had seen three more presentations in the past month. Vista Corporation gave a powerful presentation showing it was possible to have Cafeteria Style Benefits. Colonial Penn Life stated they could coordinate Cafeteria Style Benefits hoping to get life and/or disability insurance business also. Pan American Life also state they could handle Cafeteria Style Benefits hoping to sell their insurance along with it.

Margaret stated it was important to remember that this is monies used before we are taxed, therefore reducing our taxable income. Right now this nation's Congress is trying to pass a bill where companies can be

limited as to how much income can be used in Cafeteria Style Benefits. By putting a ceiling of \$500, as Congress is asking, you technically could not claim an entire year's premium for hospitalization.

Diane Hunley stated that if this is passed it might not be worth doing any kind of work on Cafeteria Style Benefits. Something more should be known by the December meeting.

VI. Old Business - None

VII. New Business:

Don stated that he and LaVerne Mulligan, of the Executive Council, will be attending a meeting with other University Staff Organizations in Louisville on Sunday, November 14, 1987. It was going to be a discussion type meeting and asked if anyone had any ideas or thoughts that could be brought up at the meeting to speak up.

Don stated two items that he planned to question.

- 1) Is there cooperation between faculty and staff?
- 2) What are your methods of internal communication?

The following were brought up from the floor.

- 1) Do other universities give release time for members of their staff organization?
- 2) Do any other staff organizations have representation on their Board of Regents?
- 3) Are there any administrative staff members on their staff organizations?

Don said he would take these questions to the meeting.

Don reported a new schedule of Staff Congress and Chairs meetings for the next six months has been sent to the representatives on Staff Congress.

A question was brought up as to whether a schedule of 1988 holidays has come out as yet. It was rumored that there would be no Christmas break in 1988. Don stated to his knowledge no schedule had been sent out as yet, but he did not believe the Christmas break would be cut as it would have to be voted on by the Board of Regents since it is officially listed in the Red Book.

VIII. Adjournment

There was no further business, the meeting adjourned at 2:10 p.m.

LM/pg