
STAFF CONGRESS

Northern Kentucky University ■ Highland Heights, Kentucky 41099

STAFF CONGRESS MINUTES

November 12, 1998

University Center 108

Members Present: Peg Adams, Beverly Beck, Debbie Billiter, Judy Birkenhauer,, Gina Bray, Judy Brueggen, Barry Cole, Peggy DeJaco, Ruth Enzweiler, Gail Goedel, Gena Grigson, Janice Hankla, Chuck Harmon, Jackie Haubner, Pat Lindsay, J. B. Losey, Robert Neely, Claire Newman, Linda Parks, Janice Rachford, Rosanne Rawe, Ron Rieger, Audrey Riffe, Diana Schneider, Royleen Seibert, Elaine Shafer, Dan Snow, Glen Strausbaugh, Allen Thomas, Jr., Peggy Vater, Carolyn Walsh

Members Absent: Clark Kyle, Shannon Mundy, Charlene Schweitzer, Marilyn Siry

V.P. Admin: Mike Baker **Liaison:** Margo Ferrante **Staff Regent:** Martha Malloy **Office Secretary:** Absent

Call to Order - The meeting was called to order at 1:00 p.m.

Minutes: - The minutes of the October meeting were approved.

President's Report:

Market Adjustment – All phases are in place, but the monetary factor prevents setting dates and amounts. There was much discussion on the adjustments made thus far. Mike Baker assured the group that Phase II will be a more collaborative effort, a more interactive process. Issues that surfaced from Phase I have been identified and can be better addressed. Mike Baker announced that there would be a series of "Town Hall" meetings to consider the vital issues discussed today in Staff Congress. The meetings are scheduled for Monday, November 23 and Tuesday, November 24.

Staff Effectiveness and Satisfaction Taskforce – Has been broken down into three sub-committees: Quality of Life, Training and Development, and Rewards and Recognition. The Quality of Life group will gauge the quality of life by conducting a survey of the campus community. Responses will be tallied by an outside agency.

Health Insurance – The committee was commended for an excellent job. Staff Congress representatives have received many complaints about the inequities in the contribution levels for the Enhanced High option. Mike Baker agreed that this inequity was a serious oversight and that a letter was sent to the twenty-four couples affected notifying them that they would have to pay \$25 per couple for the Enhanced High coverage. It is hoped that the University can continue with PacifiCare as long as they provide quality care. Health costs for the University have increased.

Staff Regent's Report:

No report other than the next Board of Regents' meeting.

Standing Committee Reports:

- A. *Benefits* – Tuition waiver is still an issue; seniority is an issue; staff awards for milestones and years of service—certificate is fine for perfect attendance, but years of service should be rewarded with something more significant (e.g., a year's free parking for 20 and 25 years).
- B. *Constitution and Bylaws* – No report
- C. *Credentials and Elections* – No report
- D. *Liaison* – No report
- E. *Policies* – Questions about market adjustment—were policy procedures followed?
- F. *Salary and Budget* – Invited to participate in the budget planning strategy; meetings every two to three weeks; developments will be reported in December. Attend "Town Hall" meetings to voice opinions.

Subcommittees:

- A. *Food Service* – No report
- B. *Health Utilization* – Discussed at length already.
- C. *Naming Committee* – No report
- D. *Transportation* – Bids open in January for the parking garage. Construction is expected to begin in February on the 320-car, three-level facility. Discussed speeding on Kenton Drive.

Old Business:

Margo Ferrante reported that the first Supervisory Training for Deans, Chairs and Department Heads will be held on the Covington Campus on December 11. The theme is "Learning to Lead," and will be held in conjunction with Xavier University, Thomas More College, Cincinnati State and Mount St. Joseph College.

New Business:

None

Announcements:

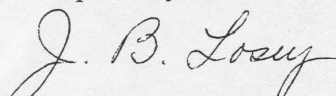
Peg Goodrich is in St. Elizabeth North—a card was circulated.

A Holiday Dance is scheduled for Friday, December 11, for all faculty and staff. The event will be held from 8:00 – 11:30 p.m. at the Ft. Thomas Community Center. A \$5 donation includes soft drinks, snacks, door prizes and music. The proceeds go to the NKU Benevolent Association.

Closed Session – Staff Congress did not go into closed session.

Adjournment – The meeting was adjourned at 2:13 p.m.

Respectfully submitted,



J. B. Losey, Secretary