

# STAFF CONGRESS

Northern Kentucky University ■ Highland Heights, Kentucky 41099

## STAFF CONGRESS MINUTES

April 10, 2003

University Center Ballroom

**Members Present:** Linda Albert, Bev Beck, Leland Bennett, Jay Brock, Jeff Chesnut, Jeff Cox, Sherry Cucchiara, Peggy DeJaco, Goldie Easton, Cheryl Edelen, Lois Fox, Gail Goedel, Rachel LeJeune, Jada Marcum, LaVerne Mulligan, Jeanne Papania, Rosanne Rawe, Suzanne Ritchie, Diana Schneider, Royleen Seibert, Marilyn Siry, Denise Taylor, Don Vasko, Ron Vasko, Maureen Woods, Kim Yelton

**Members Absent:** John Bailey, Mary Berkemeyer, Debbie Billiter, Danielle Green, Becky Miller-Thomas, Linda Parks, Kathy Perkins, Michelle Wray,

**V.P. Administration & Finance:** Mike Baker; **Liaison:** Martha Malloy; **Staff Regent:** Chuck Pettit; **Student Government Association Representative:** Burhan Mohamedali - absent; **Secretary:** Rita Thomas; **Guest:** President James C. Votruba (approximately 1:55 PM).

**Call to Order:** President Jeff Chesnut called the meeting to order at 1:05 p.m.

**Minutes:** Motion to accept the March 6, 2003, minutes as written made by Cheryl Edelen, seconded by Don Vasko. Motion carried.

### **Staff Regent: Chuck Pettit**

- Board of Regents held a special meeting on March 26, 2003
- Approved planning and construction of a new student union. This new building was student driven
- Approved increases in tuition and fees
- Was concerned about the poor showing of NKU support for the gubernatorial candidate forum held on campus on April 9. These open forums were sponsored by SGA.

### **V. P. Administration: Mike Baker**

- Now have a state budget. Budget cuts were consistent with what NKU had planned. Hiring freeze still in effect. 25% cut in out-of-state travel. Personal contracts funding cut. Budget still problematic in that NKU is still under funded.
- Visiting gubernatorial candidates support new special events center.
- Meeting with President Votruba & Gerald Hunter, Vice President for Enrollment & Financial Planning, to discuss budget priorities and issues.
- Staff merit pool was 3% but was split to provide 2.5% merit pool as well as a \$200 base salary adjustment for pay grades 26 & below. Faculty merit pool was 3%.
- Evaluation process is complete. Salary recommendations due April 25. Salary letters due out in June.
- Personal Development Recognition still funded.
- Market pay program is completed.
- Search committee for Vice President for Administration & Finance still meeting. Mr. Baker may remain on a part-time basis thru the month of May.

### **Liaison: Martha Malloy**

- Payroll direct deposit not feasible at this time. Too many factions had legitimate concerns. Would appreciate Staff Congress support to encourage employees to consider direct deposit on their own.
- Will be sponsoring a Bank Fair on April 17.

**Student Government Association Representative:** Burhan Mohamedali - absent

### **Standing Committees**

#### **Benefits:** LaVerne Mulligan, Chair

- a. Committee met regarding domestic partners as dependents for medical coverage. Committee reached an impasse. Passed out survey regarding definition of domestic partners & thoughts on what benefits should be offered. Faculty senate supports same sex partners & is looking at "soft benefits" which are benefits that the University pays for. Opposite sex partners can be legally married while same sex partners can not. Committee is still researching and will report back.

**Constitution & By-Laws:** Suzanne Ritchie, Chair

Motion made by Peggy DeJaco to accept recommended changes in elections processes, seconded by Leland Bennett. Motion carried. Will proceed with any additional changes to Constitution & By-Laws until after election process is completed.

**Credentials & Elections:** Diana Schneider, Chair

Working with Rita to distribute nomination packets. Should be sent out the week of April 14.

**Policies:** Marilyn Siry, Chair

Did not meet. Passed out a summary of questions raised at open forums. Please review and bring any questions to May meeting or contact Marilyn.

**Salary & Budget:** John Bailey, Chair - absent

Committee member Jeanne Papania - no report

**Liaison:** Royleen Seibert, Chair

- LaVerne Mulligan reported Dress for Success campaign was a success once again due to the generosity of so many people. Thanked everyone, especially Human Resources & Physical Plant, for their involvement. Per Royleen, there are some companies who have formed partnerships with Dress for Success whereby purchases will help fund the program.
- Staff Regent nomination forms have been distributed.

**Ad-Hoc Committees**

**Health Utilization:** Linda Parks – absent

Martha reported meeting in May. Rates are based on claims. To keep rates down, we will re-bid if necessary. Anthem has been great to work with, very few complaints.

**Transportation Advisory:** Kim Yelton

Meeting on April 17. Had letter signed by membership for presentation to Committee regarding increase of parking fees and alternatives. Rosanne Rawe also expressed concern regarding delivery trucks utilizing the circular drive and the subsequent damage/traffic jam they cause.

**Food Advisory:** Cheryl Edelen – No report.

**Human Resources Advisory:** Royleen Seibert

Policy addressing children in the workplace will be presented to Board of Regents at the May meeting as a new Administrative Regulation.

**Vice-President for Administration & Finance Search Committee:** Still meeting.

**University Copier Committee:** Jada Marcum

Have selected three companies to so presentations on campus. Will review studies conducted by representatives.

**Old Business:**

Mentoring program – Ron Vasko asked for motion to proceed with CAP (Career Advancement Program). Motion to proceed with program made by Royleen Seibert, seconded by Rosanne Rawe, Motion carried. This will become an Ad-Hoc Committee for reporting purposes.

**New Business:**

On behalf of the Staff Congress membership, President Jeff Chesnut and Secretary Peggy DeJaco presented Mike Baker with a proclamation honoring him for his years of service to the staff and Staff Congress of NKU by naming of one of our Staff Congress scholarships as the W. Michael Baker Staff Congress Scholarship. President Votruba addressed the membership thanking us for our continued support of the administration and the way in which we honored Mr. Baker.

**Announcements**

Diana Schneider – Women's Walk to benefit scholarships for female student-athletes will be April 26, 2003. Diane has a team if anyone would like to walk.

Staff Congress did not go into Closed Session.

Meeting was adjourned at 2:20 PM.

Respectfully submitted,  
Peggy DeJaco, Secretary