

# STAFF CONGRESS NEWS

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## CONGRESS NOTES

Staff Congress overwhelmingly approved the proposals of the Salary Review Task Force at their January meeting.

By a vote of 22-4, Congress was in favor of the proposals that will create performance based salary increases and longevity bonuses pending approval by the Board of Regents. Regents are scheduled to vote on the issue at their January meeting.

Proponents of the proposals pointed to the incentives offered to staff members while those opposed felt the proposals carried no teeth without a fundamental change in the way that salary increases are budgeted. Typically, salary increases are only funded if there is excess money available after all other budgetary expenses are met.

Results of the Staff Congress Questionnaire were reported to members.

## YOUR VOICE IS HEARD

Results of the Liaison Committee Questionnaire have been carefully reviewed. Nearly fifty have been returned and nearly all have a recurring theme. Whether pro or con, these are issues staff members feel strongly about.

Staff Congress is described as, "A well meaning organization," by one responder, but as a "Gripe club," by another. The average grade given is approximately 6.0 out of 10. Staff is in overwhelming support of term limits for Congress members and it is clear members need to do a better job informing constituents.

Issues drawing the most support are performance based salary increases, cafeteria

style benefits (being able to customize your benefit package to suit your own needs), and evaluating the employee evaluation process.

Some ideas were submitted on how Staff Congress could be more effective. The most common idea was to have more support from Administration. More communication with staff members was another popular choice. Staff members would like congress to focus more attention on a few important issues rather than spreading itself thin on many topics. Others said congress members and committees need to be more active and that the meeting minutes should be published earlier. A couple of staff members felt that Staff Congress should be eliminated altogether.

## WE WANT TO HEAR YOU

Staff Congress wants to know your opinion! We received some well thought responses to our questionnaire and have decided we want to hear from you in this newsletter. We encourage all staff to submit editorials, opinions or letters to the editor for publication in the Staff Congress Newsletter.

All submissions should be typed, or printed clearly, and signed by the author. Submissions will be edited only for spelling and grammar and any inappropriate language.

This is *your* newsletter and we would like to hear from you concerning any topic that concerns you or Staff Congress.

We would specifically like to know your opinion on the possibility of NKU Football. A separate page is included in this issue. Please fill it out and return to Peg Goodrich, AC 105.

# EDITORIAL

Last month's Staff Congress Questionnaire has offered Congress some insight into staff member's perceptions of the job Staff Congress does. Although we only received about 50 responses, one thing is painfully clear.

We need to make some changes.

Our entire University has been charged by state and University leaders to look at the way we operate and to make changes to increase efficiency and effectiveness.

Why should Staff Congress be any different?

The questionnaire was designed for the sole purpose of finding out where we stood, and what our constituents perceived about our goals and our performance. To put it bluntly, we're not making the grade.

On the average, we graded 6 on a scale of 10. Any student can tell you that is a failing grade. A few have given us good marks, but more have flunked us. We can say among ourselves that these people don't know what we're doing, that they can't understand what we're up against. But can we honestly critique ourselves as a group and say we are doing our best for NKU staff?

Staff members are strongly saying we should implement term limits for Staff Congress members. Term limits need to be adopted in order to get more involvement with all of staff. New staff would mean new ideas and an end to the, "That will never work here," attitude.

New staff might be able to look at the same problems with a higher energy level and actualize results that have previously failed. In the past, Congress hasn't been able to get enough people to run for office. Term limits would encourage more involvement by leveling the field for first time, relatively unknown candidates. When people see that

they are running against incumbents who have served for a long time, name recognition alone will discourage many who feel they have no chance.

Staff Congress should be open and accessible to all staff. Term limits would guarantee it.

If members were required to sit out a term after serving a term, the benefits to Congress would be an increase in the number of staff given a chance to serve. This would require us to change the entire makeup of Congress every two years and change the way we elect Congress leadership.

Staff members say we aren't communicating with them about what we're doing or about what they want. We need to rededicate ourselves toward the idea of *serving* staff members.

Staff members are concerned about a few important issues. We need to concentrate our efforts each year toward effecting change on a few key issues rather than having a watered down approach to many.

Staff members are complaining that some committees are inactive. This is one of our largest problems. There are, in any group, inactive people. These people tend to reduce morale, require more work from others, and reduce the effectiveness of the entire body. The most important work of Staff Congress is done in the committees and if members aren't active, they aren't necessary.

It seems that somewhere along the way, Congress has lost the idea of *serving* NKU staff. We can't allow selfish or political interests to replace our ultimate purpose.

Let us all realize that along with the honor and notoriety of serving on Staff Congress comes the responsibility to represent staff members tirelessly and effectively. - Jim Parker



# STRICTLY PERSONNEL:

## New Hires

Mary Baker-College of Business  
Marian Baynum-Bookstore  
Kelly Beers-Chase Law  
Mary Bucklin-Reentry Center  
Susan Hale-Physical Plant

## Promotions

Ronald Young-Physical Plant

## Transfers

David Daniel-Phys.Plt.to Aff. Act./M. Affairs  
Linda Davis-Fin/Oper. Audit to Acct/Budget  
Linda Reynolds-Rsrch/Cntrct/Grts to Budget  
Jeffrey Strunk-Cent.Rec. to Mail/Distribution

## Departures

Richard Bruno-Physical Plant  
Victoria Garry-Chase Law  
Aaron Jeter-Copy Center  
Kim Meyer-Physical Plant  
Uhleric Reynolds-Public Safety  
Becky Sittason-University Relations  
Charles Teal-Physical Plant  
Robert Whalen-Physical Plant

## Thanks

Steve Derrick-Physical Plant, Sends thanks to the NKU community for their prayers and support during his recent illness!

HOMECOMING '97  
NORSE COUNTRY: IT'S AN ATTITUDE

Monday, February 3

11:00 AM	Decorate Lobbies in Norse & UC, Cafeteria & McDonalds - by Offices Housed in UC	Norse & UC
11:00 AM	Window Painting by Students	Norse & UC
11:00 AM	APB Professional Yard Signs Put Up	Campus
12:00 PM	Food Service Spirit Food (e.g. cookies like basketballs or Norse burgers)	Norse & UC Cafeterias
12:00 PM	Northern Trivia Contest	UC Lobby
12:00 PM	APB Tee-Shirt & Pull Top Bottle Giveaway	UC Lobby
Week Long	SGA Banner Contest Begins	UC Lobby
8:00 PM	Major Comedy Show	Regents Hall

Tuesday, February 4

11:00 - 1:00	Student Organization Rally: Sponsored by Student Activities	University Center Lobby
All Day	King and Queen Candidates Interviews	By Invitation Only
12:00 PM	Food Service - Spirit Food	Norse & UC Cafeteria
12:00 PM	Black & Gold Junk Car stuffed with Basketball items - prizes for guessing amount of each item	UC Plaza
12:00 PM	APB Cheerhands Giveaway	Natural Science Bldg.
12:00 PM	APB Tee-Shirt & Sweatshirt Sale	Natural Science Bldg.

Wednesday, February 5

11:00 - 1:00	Student Organization Rally	University Center Lobby
All Day	King & Queen Candidates Interviews	By Invitation Only
12:00 PM	Food Service Spirit Food	Norse & UC Cafeteria
12:00 PM	APB Pull-Top Bottle Giveaway	BEP
12:00 PM	APB Tee-Shirt & Sweatshirt Sale	BEP
8:00 PM	Sled Party w/ bonfire marshmallows & hotdogs	UC Plaza

Thursday, February 6

**PARENTS' NIGHT**

During Pep Rally	APB Pom-pom Giveaway	Residence Halls
12:00 PM	Food Service Spirit Day	Norse & UC Cafeteria
1/2 hour before each game	APB Face Tattoos	UC Lobby
3:00 PM	Presidential Tea: Sponsored by the Office of the President & Alumni Association (call X-6514)	8th Fl. Admin. Center
5:45 PM	Tailgate Party (Disc Jockey & Drinks provided by Coca Cola. Pizza will be donated as well)	
6:30 PM	Family Tailgate Party - Sponsored by the Parents' Association (call 6655)	UC Ballroom
5:30 PM (Women's)	Parents' Nite for NKU Basketball	Health Center
7:45 PM (Men's)	NKU -vs- Bellarmine University	Regents Hall
		Regent's Hall

Friday, February 7

12:00 PM	APB Cheer Towel Giveaway	UC Lobby
12:00 PM	APB Sell Tee-Shirts & Sweatshirts	UC Lobby
9:00 PM	RHA Party or Dance	Res. Halls/Norse Commons
6:00 PM	Alumni Awards Banquet: Sponsored By the Alumni Association (X-5486)	TBA
8:00 PM	Pep Rally	Res. Halls/Norse Commons

Saturday, February 8

12:00 PM	APB Murals & Banners	Regents Hall
12:00 PM	APB Decorate Gym	Regents Hall
1/2 hour before game	APB Face Tattoos	Regents Hall
5:30 PM (Women)	Homecoming Nite Basketball	Regents Hall
7:45 PM (Men)	NKU-vs-Kentucky Wesleyan	Regents Hall
Half-time Women's Game	Order of Omega Topping	Regents Hall
Half-time	Coronation of King & Queen	Regents Hall
After game	SGA Banner Awards	Regents Hall