

STAFF CONGRESS MEETING AGENDA

Thursday, October 10, 1996
ADMINISTRATIVE CENTER 722

1 PM

NOTE CHANGE OF MEETING PLACE

- I. Call to Order
- II. Approval of September 12, 1996 minutes
- III. President's Report - Cheryl Torline
Guests: Linda Wright - Presidential Search
Carla Chance - Salary Task Force
- IV. President Elect's Report - Claire Newman
- V. Standing Committee Reports
 - A. Benefits - Chuck Pettit
 - B. Constitution & Bylaws - Janet Krebs
 - C. Credentials & Election - Diana Schneider
 - D. Liaison - Jim Parker
 - E. Policies - Carolyn Walsh
 - F. Salary & Budget - Audrey Riffe
- VI. AdHoc Committee Assignments
 - A. Food Service Advisory - Chuck Harmon
 - B. Health Utilization - Peg Adams/Chuck Pettit
 - C. Naming Committee - Shirley Welitzin
 - D. Transportation - Wilma Daugherty
 - E. Supervisory Training - Jim Parker
 - F. Technology Committee - Janet Krebs
 - G. Transition Team - Chuck Pettit
- VII. Old Business
- VIII. New Business
- IX. Announcements
- X. Closed Session
- XI. Adjournment

STAFF CONGRESS

Northern Kentucky University Highland Heights, Kentucky 41076

STAFF CONGRESS MINUTES

Thursday, October 10, 1996

AC 722

Members Present: Peg Adams, Lisa Brewer, Shew-Mei Chen, Wilma Daugherty, Chuck Harmon, Gail Jewell, Janet Krebs, Pat Lindsey, Claire Newman, Debie Orth, Jim Parker, Linda Parks, Chuck Pettit, Linda Pettyjohn, Dwayne Pontius, Janice Rachford, Audrey Riffe, Joe Ruh, Barb Scheben, Diana Schneider, Ave Nienaber, Dan Snow, Jay Stevens, Glenn Strausbaugh, Allen Thomas, Jr., Denise Thomas, Cheryl Torline, Nancy Trimbur, Peggy Vater, Carolyn Walsh

Members Absent: Cheryl Bloomer, Leva Kidd, Rose Morgan, Charlene Schweitzer, Shirley Welitzkin.

V.P. Adm: Carla Chance **Liaison:** Margo Ferrante **Staff Regent:** Barb Herald

Office Secretary: Peg Goodrich **Guest:** Linda Wright & Gerald Hunter

- I. **Call to Order** - The meeting was called to order by Cheryl at 1:10 p.m.
- II. **Minutes** - Minutes of the September 12th meeting were approved.
- III. **President's Report:**

Cheryl introduced guest speaker, Linda Wright. Linda is the staff representative on The Presidential Search Committee. The committee consists of 11 members. There will be an Open Forum on October 29, in AC 506, for staff at 10:45am till noon. Everyone's input is welcomed. Please make an appearance to show your support. April "97" should be the decision deadline.
- IV. **Standing Committee Reports:**
 - A. Benefits - Committee still working on Tuition Waiver.
 - B. Constitution & ByLaws - No report
 - C. Credentials & Elections - No elections till spring.
 - D. Liaison - Report is published in Newsletter.
 - E. Policies - No report.
 - F. Salary & Budget - Committee will meet with Elzie on October 22 to discuss past fund balance which was to be used for equipment for Wellness area. Carla Chance, Salary Task Force, clarified the difference between salaried and hourly employees.
- V. **Adhoc Committee Assignments:**
 - A. Food Service Advisory - Scheduled to meet with Andy Meeks soon.
 - B. Health Utilization - Packets will be available with rate sheets and information for choosing insurance for the coming year.
 - C. Naming Committee - No report.
 - D. Transportation - No report.
 - E. Supervisory Training - Meeting with Lisa in Personnel.
 - F. Employee Assistance Program - No report.
 - G. Technology - No report.
 - H. Transition Team - The committee will meet once a month to discuss any major projects or decisions. There was discussion of the use of computers and the disrespect of some on President Moreland's abilities.

VI. **Old Business:**

There was discussion on the outcome if a Staff Regent has a relative working at the same university, should that person still hold office. The policy will be cleared up before Elections.

VII. **New Business:**

Check Pettit asked why 1 out of 3 middle management employees seem to be leaving the University. And what can be done about it?

The Family Leave Act was discussed also. Carla Chance reported that all salary savings are turned over at end of year so there is necessary money in case departments need replacement money for temporary employee for employee who is off on leave.

There was discussion on a letter sent to Staff Congress referring to President Moreland and the right to apply for the President's position. Everyone wants the best qualified person for President and why exclude any good people at NKU. Staff Congress will work on statement to Regents & Presidential Search Committee. Jay Stevens and Chuck Pettit will work to prepare statement.

VIII. **Announcements -**

There will be a benefit for Dan Snow's wife's sister. Details in the Northerner. His wife, Melody Snow, also works at NKU in Administrative Computing.

IX. **Closed Session - None.**

X. **Adjournment:** The meeting adjourned at 2:50 p.m.

Respectively submitted,



Diana Schneider,
Secretary



**NORTHERN
KENTUCKY
UNIVERSITY**

W. Frank Steely Library
(606) 572-5636

TO BE DISCUSSED AT
MTG. THURSDAY 10/10/96

September 30, 1996

Ms. Cheryl Torline, President
Staff Congress

Dear Cheryl:

I have been dismayed by the negative publicity NKU has been getting concerning the appointment and duties of the Interim President. Friends, neighbors, and even relatives are talking about what is "going on" at the University.

Two successful businessmen, (one of whom has made financial contributions to the University) commented that they were glad they didn't have to work here - because of their "lack of degrees". Several times I've been told, "Employees at NKU don't know how good they have it - they'd never make it outside in the business world!"

Even Governor Patton has been very vocal about challenging Higher Education to rethink funding requests and to change the same old operating patterns.

At his State of the University Address, Mr. Moreland recognized departments and named individuals who had worked with him gathering information needed for the projects at hand. I liked that approach. My observations have been as Interim President, he has shown enthusiasm and has tackled his assignment energetically. Not using his skills and talents during this year of transition would be counterproductive.

His idea of partnerships with the community is different. We have asked individuals and corporations to contribute financially through various campaigns, why not ask for help in other ways?

In the spirit of cooperation, I urge Staff Congress to represent the "silent majority" by speaking out about certain issues.

1.) The strengths and talents that lead to Mr. Moreland's appointment should be utilized. He needs our support and cooperation. There is no reason why NKU shouldn't be innovative and take the lead making necessary changes instead of following behind the other state institutions of Higher Education.

2.) The faculty has argued that an internal candidate might

Nunn Drive
Highland Heights, Kentucky 41099-6101

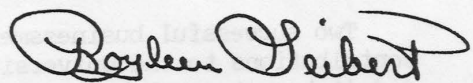
Northern Kentucky University is an equal opportunity institution.

influence the candidate pool of the national search for a new President. Therefore, we need to recommend that the Board of Regents extend their ruling so that NO CURRENT EMPLOYEE will be eligible to apply for that position.

3.) Staff Regent, Barbara Herald needs to know that she has our support. She has stood up for the issues she believes are most beneficial for the staff and the University. I applaud her for not compromising her beliefs under the pressure created during this past year.

Finally, I want to thank all of you who have served on Staff Congress. Without your dedication, staff employees wouldn't have the opportunity to participate in the decision-making policies and procedures that affect us. Your service is really appreciated.

Sincerely,



Royleen Seibert