

# STAFF CONGRESS

Northern Kentucky University ■ Highland Heights, Kentucky 41099

## STAFF CONGRESS MINUTES

December 12, 2002

University Center Ballroom

**Members Present:** Linda Albert, John Bailey, Missy Barker, 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, Becky Miller-Thomas, LaVerne Mulligan, Jeanne Papania, Linda Parks, Rosanne Rawe, Suzanne Ritchie, Diane Schneider, Royleen Seibert, Marilyn Siry, Denise Taylor, Don Vasko, Ron Vasko, Maureen Woods, Michelle Wray, Kim Yelton

**Members Absent:** Missy Barker, Bev Beck, Mary Berkemeyer, Debbie Billiter, Danielle Green, Kathy Perkins,

**V.P. Administration:** Mike Baker; **Liaison:** Martha Malloy; **Staff Regent:** Chuck Pettit; **Student Government Association Representative:** Burhan Mohamedali-absent; **Secretary:** Rita Thomas

**Call to Order:** The meeting was called to order at 12:47 PM by President Jeff Chesnut.

**Minutes:** Motion to accept the November 14, 2002 minutes as written made by Royleen Seibert, seconded by Marilyn Siry. Motion carried.

**Presidents Report:** President Jeff Chesnut expressed concern regarding the length of the meetings. Will try to shorten meetings without diminishing the quality. To aid this process, any and all announcements should be handwritten or typed and presented to the President of Staff Congress prior to the start of the meeting. The President will then present the announcements to the membership.

**Staff Regent Report: Chuck Pettit** – no report. Next meeting January 15, 2003.

**Student Government Association Representative: Burhan Mohamedali** – absent. No report.

**Liaison: Martha Malloy** – 2003 Holiday Schedule will be distributed in January 2003.

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

- Still no budget, operating under Governor's Spending Plan.
- Predicting double digit tuition increase
- NKU has set aside enough funds to cover budget cut for this year. Possible 5.2% budget cut next year. Will continue to monitor the legislature and keep us apprised.
- Organizational change – Sue Roth will now be part of Student Affairs and will be expanding the Wellness Program to include the entire campus community - faculty, staff, and students.
- NKU Foundation – the Thriftway building and the Herrmann Center will eventually be razed to accommodate a hotel/conference center as well as housing for a business partnership program.
- Received \$1,000,000 gift to fund campus beautification project. Working on Lake Inferior area at this point.

### **Standing Committee Reports:**

**Benefits:** LaVerne Mulligan: 3 items remanded from the Open Forums

- Question regarding employee waived health care cost – can funds be put in FSA. Martha explained that implementation of this “benefit” would mean higher plan costs and/or less benefits offered. Per Chuck Pettit, Staff Regent, state is pushing NKU to participate in state health plan, which means astronomical costs and only one state chosen carrier.
- Cafeteria Benefits – Committee discussed possibility. Martha explained “true” cafeteria benefits means employee gets certain allowance of dollars to spend as they wish but if premiums go up, the additional cost comes out of employee health care allowance; the University does not contribute any monies. The committee determined there was no feasibility in exploring cafeteria benefits at this time.

- Short-Term Disability – would serve as a gap filler between sick leave & long term disability. Cost depends on how many employees participate. Suggestion was made to allow employees with 5 or more years of service to convert vacation time to sick time.
- Committee suggested a benefits refresher. Martha agreed to hold refresher seminar hopefully by the end of January.
- Medical/Dental Eligibility – why can't these coverages start simultaneously? Committee will research and report back.

**Constitution & Bylaws:** Suzanne Ritchie – requested closed session.

**Credentials & Elections:** Diana Schneider – met with Constitution & Bylaws Committee.

- Working on changes in the online voting process.

**Policies:** Marilyn Siry – Mentoring policy had been remanded, waiting on draft policy.

- Comp time must be used during same pay period.

**Salary/Budget:** John Bailey – not met yet.

- University Budget Strategy group meeting has been cancelled hopes to meet in January.
- Faculty Senate gives budget priorities to University – Could Staff Congress do the same?

**Liaison:** Royleen Seibert, Acting Chair – no report.

#### **Ad-Hoc Committees:**

**Health Utilization:** Linda Parks reported—

- Effective January 1, 2003, Anthem will no longer require referrals from PCP to a specialist within the network.
- Claritin is now available over the counter.

**Transportation:** Kim Yelton – Parking rate increases probable.

**Food Service Advisory:** Cheryl Edelen, Chair: No report

**Human Resources Advisory:** Royleen Seibert reported—

- Committee discussed a variety of issues particularly the issue of employees bringing children to work due to a definite liability aspect.
- Will work on developing policy regarding this, policy would include work-studies.

**Public Relations Advisory:** LaVerne Mulligan. Have not met.

- Briefly discussed the possibility of merging with Liaison Committee with new mission.
- Employees across campus have said that they miss the newsletter. Will address these issues in January.

#### **Old Business:**

- Chuck Pettit discussed the recycling process on campus. Any questions can be directed to him.
- Jeff Chesnut formed an Ad-Hoc committee to assist in drafting mentoring plan to remand to Policies Committee. Ad-Hoc committee will consist of: Jeff Chesnut, Suzanne Ritchie, Ron Vasko, & Jeanne Papania.
- Welcomed new member – Jada Marcum from University Development, she replaced Donna Grey who opted to resign.
- Vice-President for Administration & Finance Search Committee – Jeanne Papania & Denise Taylor
- Application deadline is December 23, 2002. Have already reviewed 42 applications to date. Next committee meeting date is January 9, 2003.

**New Business:** None

**Announcements:** Jeff Chesnut thanked Rita Thomas for the homemade cookies given to each member.

**Closed Session:** Staff Congress did go into closed session.

**Adjournment:** The meeting was adjourned at 2.25 PM.

Respectfully submitted by:  
Peggy DeJaco, Secretary