



STAFF

CONGRESS

Thursday, December 6, 1984
1 p.m. AC 722

AGENDA

- I. Call to Order
- II. Minutes of November 8, 1984
- III. Guest - Dr. Scholes
- IV. President's Report
 - A. Appointments
 - 1. Parliamentarian
 - 2. Standing Committees
 - 3. Parking Appeals Committee Alternate
 - 4. Ad Hoc Committee for A. D. Albright Scholarship
 - 5. Replacement for Resigned Member
 - 6. Special Representation to Chairs Committee
 - B. Health Planning Forum
 - C. Meeting Dates/Location
 - D. Letters of Appreciation
 - E. Introduction of Secretary
- V. Vice-President's Report
- VI. Secretary/Treasurer's Report
- VII. Ad Hoc Committee Report/Athletic Symbols
- VIII. Report on Staff Survey/Gregg Schulte
- IX. Other
- X. Adjournment

STAFF CONGRESS

STAFF CONGRESS MINUTES

December 6, 1984

Members Present: Sarah Coburn, Sandi Cunningham, Kathy Dawn, Cindy J. Dunaway, Don Gammon, Jack Geiger, Diane V. Hunley, Janet Krebs, Bonnie Lowe, Karen McNeil, LaVerne Mulligan, Pat Coleman Mullins, Jay Stevens, Sharon K. Taylor, Linda Thierbach, Dolores Thelen, Rebecca Timerding, Nancy Utz, John Wade.

Members Absent: A. Dale Adams, W. Michael Baker, Donna Bridewell, Mildred Crane, David Dorgan, Mark Dryden, Donna Gosney, Jean Henegar, Linda Matthews, Margaret S. Weber, Phyllis Weeland.

Guests: Pam Taylor, Parliamentarian; Mitch Mullins, Personnel Services; Gregg Schulte, (ex-officio) Personnel Services; Dr. Scholes; and Peg Goodrich, office secretary. Steve Meier present as replacement for Mike Baker.

- I. President Kathy Dawn called the meeting to order at 1:05 p.m.
- II. There being no additions or corrections to the minutes of the meeting of November 8, a motion was made by Pat Mullins for approval, seconded by Bonnie Lowe. Approved unanimously.
- III. The guest, Dr. Scholes, was introduced by President Dawn. After the Executive Committee met with Dr. Scholes they requested his attendance at this meeting to share his thoughts with Staff Congress.

Dr. Scholes commented on the following matters:

- 1) He has formed a committee of Directors to make recommendations to him concerning salary increases for 1985-86. He will welcome any input from Staff Congress on this matter.
- 2) The Staff Congress Executive Committee will be apprised of any staff-related issues being presented to the Board of Regents.
- 3) Dr. Scholes expressed his concern about Administrators serving on Staff Congress. He believes that, because of their position, they may unduly influence other Representatives. He asked that Staff Congress consider this matter. (President Dawn indicated that the matter would be turned over to the Credentials and Elections Committee).
- 4) Dr. Scholes indicated that he views Staff Congress as an important representative body, and that he realizes that being an active Representative can be time-consuming. He said that he believes that an individual's supervisor should be responsible to see that he/she is given time to conduct necessary Congress business, without abusing the time used for Congress.

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- 5) The Administration is still awaiting a response from the state Attorney General's office concerning the tuition-waiver policy.
- 6) Dr. Scholes stated that he is continually concerned with improving communication between staff and administration.
- 7) Central Staff will be studying the results of the survey conducted by Personnel Services in October.

President Dawn expressed the appreciation of Staff Congress for his presentation to the representatives.

President Kathy Dawn asked Gregg Schulte for the results of the Staff Survey. Gregg reported participation of the 130 people surveyed (which was 25% of the staff work force). Fifty eight responses were received, a 44.6% total. The Administrative/Professional response was 59%, Office/Clerical and Scientific 51.4%, Service/Maintenance and DPS 20.5%, and Part-time employees 35%. A detail description was given of the ratings. A copy of the results will be shared with Staff Congress in the future. He stated he was very disappointed with the participation and said it could have been effected by the 2% raise given just prior to the survey.

IV. President's Report - Kathy Dawn

The president noted a change to be made in the agenda for the meeting. Under Item A-3 for appointments "Parking Appeals Committee Alternate" should read "Parking Appeals Representative and Alternate". An addition of Item 7 regarding "Fund Raising Task Force".

President Dawn introduced Pamm Taylor, her appointment of Parliamentarian with Bill Lamb, alternate.

President Dawn referred to the Proposed Standing Committee's appointments, and the charges to the various committees. All committees are to familiarize themselves to the charges stated in the by-laws. Additional charges were as follows:

Policies Committee: Three additional members were appointed. Joe Gimpel, Nancy Utz, and Kathy Dawn. The committee was charged to review the proposed Reclassification Policy and present a recommendation to Staff Congress for their approval at the January 1985 meeting. Gregg Schulte requested a recommendation at that time as they would like to present the policy at the January Board meeting.

Benefits Committee: Review the results of the Cost Containment study and respond at the January meeting of Staff Congress. Gregg Schulte chaired the Cost Containment Committee if you have any questions.

Credentials & Elections Committee: Review the makeup of Staff Congress and consider administrative representation. Keep Staff Congress informed of progress. A statistical analysis to be made of voting in the last election. Category and employment area participation in comparison to previous year. Report to be made at the January meeting.

Grievance Committee: Review the role as stated in the by-laws and determine if this committee should still exist. If so, what the charge should be. Gregg Schulte will be working with the committee on this and the review. Staff Congress to be kept informed of the progress.

Finance Committee: The charge in addition to the charges in the by-laws, is to review expenditures from July 1, 1984 to December 30, 1984 and to make recommendations for a 1985-86 Budget request at the February meeting of Staff Congress.

Secondly, review the distribution of the 1985-86 salary increase (projected to be 3% total) and make a recommendation to Staff Congress.

In addition to the representatives serving on the Finance Committee, the secretary/treasurer, Cindy Dunaway, is ex-officio, as stated in the by-laws.

Liasion Committee: In addition to the charges in the by-laws, a charge to improve communications with staff with the newsletter published monthly approximately one week after the Staff Congress meeting.

Constitution and By-Laws Committee: Review the transition period of Staff Congress when the old officers are replaced with the newly elected officers and recommend a method for Congress to function during this time. Updated version of by-laws to be printed and distributed by the January meeting.

The Congress concurred with the appointments and an Ad Hoc Committee to be appointed for distribution of salary increase recommendation. Motion made by Don Gammon to accept the charges, seconded by John Wade, the Ad Hoc Committee consists of Finance Committee for the charge as stated, to review the distribution of salary dollars.

President Dawn stated Rebecca Timerding was appointed representative on the Parking Appeals, alternate, Judy Horgan.

The Ad-Hoc Committee for the A. D. Albright Scholarship appointments are: Sandi Cunningham, Chair; Kathy Dewberry, representing Financial Aid; Dwayne Frohlicher, student representative; Karen McNeil and David Coburn.

A letter of resignation was read by President Dawn, with regret, that Mike Baker resigned from Staff Congress due to job conflicts. The appointment of Steve Meier to replace Mike as administrative category representative was made by a motion from Dolores Thelen, seconded by Jack Geiger. Steve left the meeting room while the vote was taken. All members voted in favor of appointment.

The next item was a special representation to the Chair Committee be appointed by the President to sit in on the Chairs Committee. Mark Dryden was appointed to represent the Physical Plant on the Chairs Committee since it is difficult for the representatives from the Physical Plant to chair committees due to their work schedule.

A special appointment was then made to the Fund Raising Task Force. The appointee is Nancy Utz.

Staff Congress was invited to a Health Planning Forum where the results of a survey concerning safety and health at NKU were being discussed. Unfortunately the Forum was being held at the same time as the Congress meeting. President Dawn said that she would try to get the results and report at the next meeting.

Kathy stated that Dr. Boothe sent a letter of appreciation to Sarah Coburn complimenting her and the committee she chaired for organizing the Faculty/Staff Picnic held in September.

President Dawn introduced the office secretary, Peg Goodrich. Peg is available in the Staff Congress office, HPE 359, on Tuesday and Thursday from 9 a.m. to 3 p.m. She can be reached any day during the week at extension 6400. The Chairs should feel free to contact her if they have work for her to do.

V. Vice-President's Report - Nancy Utz

Nancy reported she and President Dawn attended the Faculty Senate meeting on November 13th. Dean White, from University College, was the guest speaker. She suggested if Staff Congress would like to have guest speakers at our future meetings to contact her with any suggestions.

VI. Secretary-Treasurer's Report - Cindy Dunaway

All members have received the constituency list and she thanked Jay Stevens for the preparation of same.

Binders and notebooks were distributed to the new members that did not have one. All former members have returned their binders, or they have turned them over to their replacements on Staff Congress.

Cindy checked with Don Gammon, on November 30th, 1984 Staff Congress had \$490.51 remaining in the budget, total of \$24.62 was the expenses for the month of November.

VII. Ad-Hoc Committee Report - Don Gammon

Don gave a report on the Athletic Symbols survey sent out by the Committee he chaired. Approximately 175 surveys were returned. He stated he felt it was not up to the Committee to make a recommendation from the survey as to a change, just to submit the results of the survey. Cindy Dunaway made a motion that Staff Congress submit the results of the survey to Dr. Scholes in reply to the correspondence received from Dr. Boothe. Seconded by Pat Coleman Mullins. All members voted aye.

President Dawn complimented the committee on the excellent job they performed so promptly in sending out the survey and tabulating the results, as well as notifying the Staff Congress members of the results.

VIII. Other Business

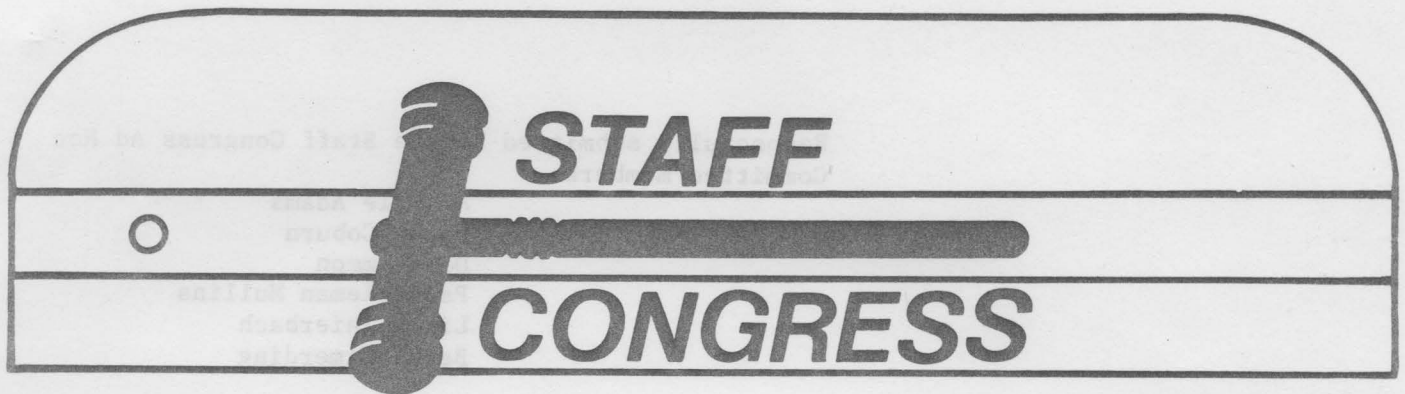
Thanks were also given to Jay Stevens for the newsletter he publishes.

The president recognized Mitch Mullins as a guest and expressed she would like to see other staff employees attend the meetings.

Steve Meier was asked to serve on the Constitution and By-Laws committee. He accepted.

IX. Adjournment.

There being no further business, Don Gammon made a motion to adjourn. Seconded by Pat Mullins.



MEMORANDUM

TO: Kathy Dawn, President
Staff Congress

FR: Don Gammon, Chair
Ad Hoc Committee on Athletic Symbols

DA: November 29, 1984

RE: Committee Report and Recommendation

In response to your charge to the Ad Hoc Committee appointed at the November Staff Congress meeting the following report of activities and recommendation is submitted for the approval of Staff Congress and submission to Dr. Scholes.

BACKGROUND:

Dr. Boothe sent a memo dated October 30, 1984 to Staff Congress which contained recommendations concerning the NKU athletic symbols. Dr. Boothe's memo asked Staff Congress, among others, to consult with peers and constituents regarding the proposed changes.

We, the members of Staff Congress Ad Hoc Committee, determined that the best method to accomplish the charge given would be to send an individually addressed survey form to all NKU staff personnel.

We did conduct preliminary discussions within the committee and other staff members to determine the format of the survey form. We decided to list the existing nickname and colors, the proposed selections and several other nicknames which had been suggested. The names were listed on the survey in alphabetical order.

The committee discussed the question of cost to the University to make the proposed changes. We were informed that costs would be minimal: New uniforms were scheduled to be purchased as needed, regardless of any change in colors or nickname; Stationery and other supplies had been held to a minimal supply anticipating a possible change; NKU Bookstore has a very small stock of items which contain a "Norseman". The committee determined that cost to change, if a reality, should not be a significant factor in making the final determination.

The committee feels strongly that any nickname including the use of any mascot should be equally appropriate for the female athletes of the University as well as the male athletes. The selection of any nickname or mascot that could be in any way derogatory to any athlete should be avoided.

The results of the survey are attached as well as the comments that were returned by staff members.

(over)

Respectfully submitted by the Staff Congress Ad Hoc
Committee members:

A. Dale Adams
Sarah Coburn
Don Gammon
Pat Coleman Mullins
Linda Thierbach
Becky Timerding

MEMORANDUM

TO: Kathy Dawn, President
Staff Congress

FROM: Don Gammon, Chair
Ad Hoc Committee on Athletic Symbols

DATE: November 29, 1984

RE: Committee Report and Recommendation

In response to your charge to the Ad Hoc Committee appointed at the November Staff Congress meeting the following report of activities and recommendation is submitted for the approval of Staff Congress and submission to Dr. Schaefer.

BACKGROUND:

Dr. Schaefer sent a memo dated October 30, 1984 to Staff Congress which contained recommendations concerning the KU athletic symbols. Dr. Schaefer's memo asked Staff Congress, among others, to consult with peers and constituents regarding the proposed changes.

At the meeting of Staff Congress Ad Hoc Committee, determined that the best method to accomplish the charge given would be to send an individually addressed survey form to all KU staff personnel.

We all conducted preliminary discussions within the committee and other staff members to determine the format of the survey form. We decided to list the existing nicknames and colors, the proposed selections and several other nicknames which had been suggested. The names were listed in the survey in alphabetical order.

The committee discussed the question of cost to the University to make the proposed changes. We were informed that costs would be minimal. New uniforms were scheduled to be purchased as needed, regardless of any change in colors or nicknames. Stationery and other supplies had been held to a minimal supply anticipating a possible change. KU Bookstore has a very small stock of items which contain a "Hoosier". The committee determined that cost to change, if a reality, should not be a significant factor in making the final determination.

The committee feels strongly that any nicknames including the use of any mascot should be equally appropriate for the female athletes of the University as well as the male athletes. The selection of any nickname or mascot that could be in any way derogatory to any athlete should be avoided.

DG/pg

The results of the survey are attached as well as the comments that were returned by Staff Congress.

(over)

STAFF CONGRESS

MEMORANDUM

TO: All Staff Members

FR: Staff Congress Committee to Review Athletic Symbols: A. Dale Adams, Sarah Coburn, Don Gammon, Pat Coleman Mullins, Linda Thierbach, Becky Timerding

DA: November 16, 1984

In order for the University and its athletic programs to have a more recognizable identity, a change in the NKU athletic symbols is being proposed. Dr. Boothe has asked Staff Congress to consult with the staff regarding these symbols. Our committee would like your opinion regarding the nickname and the colors for the teams. We feel strongly that any nickname (mascot) selected should be appropriate for the female athletes as well as the male athletes.

Please indicate your choices below and return by Wednesday, November 21, to: Peg Goodrich, Staff Congress Office, HPE 359.

Check one only for your choice of University colors.

45 Black/gold

71 Navy/gold

47 White/gold*

11 Other (please specify) _____

Check one only for your choice of University nickname.

18 Golden Bears

11 Huskies

58 Norsemen/women*

28 North Stars

38 Vikings

21 Other (please specify) _____

* Currently used by NKU

STATUS (Check if appropriate)

Graduate of NKU 40 Year

Alumni Status (check one) Active 33 Associate 5

Attending NKU classes presently 46

Previously attended NKU classes 25

Gold Club Member 43

COMMENTS ATTACHED.

If you have any questions or comments please feel free to contact any member of the committee.

PM/pg

COMMENTS

(In regard to nickname of "Bison") Native to Ky. Most powerful North American Animal, intelligent, powerful.

Definitely need a change of colors and nickname or mascot.

If you must change, I think Vikings is a logical move. It is a good nickname, but not much different than "Norse" (which sounds bad). I would stay away from nicknames like "Huskies" because I don't think female athletes would appreciate the obvious connotation. Also, a move to Vikings would work with the local media. If it is too radical a nickname change, confusion among the media (i.e. newspaper & tv reporters) would result, that would not be in NKU's best interest.

The name of the team should "flow" verbally with "Northern" or "NKU". Using the name "Vikings" would eliminate changing the symbol as well.

Why change?

It seems to me that the tradition that already exists would be more "recognizable" than a new identity; Identities don't just change periodically. If the Administration is determined to change, however, I prefer Vikings to the other choices.

Norsemen/women goes along with Northern. We have some identification now, why change it? Unless just cut it to Norse. We have been using black on many items already along with the white and gold. Many teams use blue.

I believe we have few traditions left at NKU. So many people complain about that. This opens up a bad precedent--does it mean that we may change our colors, nickname, every ten years or so? Look at OSU's nickname--The Buckeyes, or Purdue's Boilermakers. These are not the most palatable, yet tradition keeps them. It's taken us this long to establish identity, let's keep it!

For the most part, unless told otherwise, I believe that Black & Gold are assumed to be the current colors.

This nickname (Norsemen/women) is relatively unused compared to the others on the list. Makes it more distinctive and easily associated with NKU. Lends itself easier to a mascot as well as a marketing logo.

Black and gold would appear in print better. If there were Norsemen were there not Norsewomen?

I like the one we have.

Will a change of colors cost more than 2%? This is typical of the inefficient planning at NKU. Definitely not a good idea when we can't afford individual sports! I vote "no change".

In the whole scheme of things, is this the most important item the administration has to be concerned about? In addition, this is about the only traditional thing we have, why change it? Particularly in view of current funding!

The navy/gold combination is too similar to two area high schools that have strong athletic programs.

For North Stars careful consideration should be given to a "Logo".

COMMENTS:

What's wrong with what we have? It would be asinine to change colors! Why scrap everything we have and buy new equipment, jackets, uniforms, etc. when we have a budget crunch? Somebody is not thinking clearly or cost-effectively!

Colors Navy/Gold are associated in this area too strongly with Newport Catholic. This would not fare well for NKU.

Ky. is nationally known for horseracing. (Referring to nickname of Thoroughbreds)

I feel that the name used for Athletic teams should be one name that will cover male and female athletes without adding men or women on the end.

I think you should worry about more important subjects.

I think the students should decide.

Black/gold would be more appropriate for printing and stationary. Navy blue would not reproduce in copying. I have more info on this if you need it.

I am in favor of keeping the University nickname, Norsemen/women. Our identity has already been established.

Whatever colors are selected, define them precisely by shade for reproduction purposes. Current gold on giftware ranges from yellow (non-gold) to old gold.

A change of our mascot from Norseman to Vikings would probably be the least arastic and most inexpensive change.

All women's teams find "huskies" deplorable, because of connotations of "hefty" and dogs and bitches and other words that can come from stands. Would be a real disservice to women as a whole.

How about making up a name like the Georgetown Hoyas-----Norwankys, Norsekys.....

It's nice to be asked our opinion!! North Stars would make an effective and dramatic symbol of recognition for NKU.

I feel that any change in mascot/name should be made carefully with in-put from the students.

Any nickname (mascot) choosen will be more appropriate than Norsemen - with the exception of the "Huskies",

It is about time.

I've worked at NKU a little over 12 years and I associate NKU with the Norsemen/women. If I were an Alumni, I would be disappointed to know the nickname had changed and would feel "disassociated" with NKU.

I really feel it would be wrong to change the name of an established school. Our Alumni will feel they are no longer a part.

Rather than leave the nickname of Norsemen entirely, would just "Norse" be a solution? Do the female athletes object to "Norsemen" or is it just a thought to do away with referral to gender? I like the nickname Norsemen.

There is a tradition, even though brief, of Northern symbols. The cost of new uniforms, bookstore items, etc., would appear to be very high when we are operating at a time of limited funding.

Tradition!!!! Leave it as it is. Huskies or bears for female athletes is absurd. Why change the name after 16 years? Who wants to do this anyhow? Everyone likes the present name and are not for a change. Did you ask the 10,000 students attending NKU?

My primary concern should a name/color change take place is simply where will the money for such a change come from. This proposed change in addition to commitment to conference affiliation is going to cost additional dollars. Where is it going to come from? Is this a necessary expense in light of "Tight Budget" projections.

Why is the staff doing this? The students should be consulted.

It might be good to keep the white/gold colors so people can still identify NKU but if "North Stars" is considered, navy and white might be more appropriate.

Will each new President want to change the colors and symbols?

NKU is a young school. Do not destroy what little tradition NKU has by changing the colors or the nickname.

Since you asked, I feel very strongly as an alumna of NKU that the athletic symbols should not be changed. The way to build tradition is not by changing horses in mid-stream. Tradition is built upon a winning program and mutual support. Changing the name of our athletic team will not bring more people out to support the teams. I guess it really bothers me as an alumna that our traditions have been good enough up until now. No one was complaining while we were playing in the post-season tournaments (beginning with Spring 78) that our symbols were inappropriate. As a consistent supporter of NKU athletic programs, I feel it is of utmost importance to express my views on this subject. If you have any further questions concerning my strong resistance to this idea, please feel free to call me at----. Thank you.

In an institution with so few traditions I strongly believe that to change mascots and colors would be foolhardy and capricious. It's a slap in the face to those of us who have supported the teams of this institution as well as to those who've played on the teams. The thought of calling our women athletes dogs or bears is totally unacceptable to me.

Do not consider the above action important enough to justify the expense involved.

As an alum, I'd rather not see any change.

I feel strongly that unless someone donates the money it would cost to change the school colors that it would be ironic to do so!!! (edge the white/gold in black the way we've always done.

I feel that the money and time on this project could be better spent elsewhere. Let's leave everything the same. It's worked well for how long? 15 plus years? I feel there are more important problems that need to be addressed at this University.

There's no reason to change names or colors! NKU should worry about enrollment!

Why not keep the status quo?

My choice is what it is today. I think it foolish and wrong to change. The program does not need anything else to weaken it.

Changing mascot (nickname!?) and colors will have a very brief, if any, effect on profile, moral, support and winnings. The current colors and mascot are fine; many other things are more important than those items, both inside and outside the athletic department. For a guaranteed high profile, have winning teams: if the teams win, it wouldn't matter if the mascot was the Pink Fairy.

Who will cover the cost of alternations of the athletics and cheerleading uniforms? Have the students been asked their opinions?

I feel that it is inappropriate and unnecessary to change NKU symbols. Not only does a change destroy what tradition has been established, but it will be a costly undertaking.

NICKNAMES

Others

Bandits
Bison (2)
Bobcats
(The) Fighting Kentuckians
Highlanders (2)
Jaguars
Lights in the North
Northern Sparklers
Northern Stars
Panthers
Patriots
Raiders
Spartans
Stars
Thoroughbreds (3)
Thundering Herd
Unicorns
Warlords