

Staff Council Minutes

January 12, 2000

Members Present

Bob Stoller, Connie DiPasquale, Mary Allen, Gayla Sarkesian, Sheri Perry, Annita Huff, Heidi Crosland, Marj Murray Dorothy Hedman, Betty Fischer, LaJean Rinker, Janet Lassiter, Sally Dyke, Susan Zuber-Chall, Rich Robbins, Carla Whiteside, Donna Winslow, and Mary Beth Bero.

Guests: Pres. Farley and Deborah Birney.

The meeting was called to order at 3:02 p.m.

PRES. FARLEY'S REPORT

On December 13, 1999, Bob Stoller met with Pres. Farley to discuss a number of issues raised at the last Staff Council Meeting. One issue of importance is the Salary Program with merit increases. The Board of Regents is very interested about this issue and will begin discussions tonight. Next month, Salary Guidelines will be presented to the Board. Pres. Farley believes in merit pay and wants it to be as fair as possible. Employees in small departments may be put in a larger pool of employees in determining merit pay. Donna Winslow asked if merit pay would be based on evaluations or recommendations from the Deans. Pres. Farley said the evaluation forms were not the strongest, but annual evaluations are important for feedback.

Annita Huff felt everyone should get a cost of living increase, then merit increases, and this seemed the only fair way to treat the campus community. Since the percentage raise was higher for the higher paid employee than the lower paid employee, a dollar amount over the percentage was preferred.

Pres. Farley was asked about job reevaluation and team work. In the private sector, some give an incentive to a group of employees doing a superior job, but this would not work here.

You will be reading in the newspaper about the Kansas Board of Regents meetings. Washburn University has three ways of funding: tuition, state grants, and local tax. Washburn is doing everything right for the future, and is expecting 7,000 students.

LaJean Rinker wanted Pres. Farley to be aware that the aerobics class had been canceled by the Continuing Education Department; President Farley will check into this as he is strongly in favor of wellness.

Connie DiPasquale inquired about beautification around Petro for graduation. Pres. Farley stated work is in progress, but probably would not be ready for graduation. The drawings are finished

and money is available from the faculty/staff campaign; a possible benefactor might come in. Pres. Farley would like to have a beautification project each year.

At the first Employee Benefits Committee Meeting, shared leave was brought up; Initially, it was suggested it be handled by the Staff Council. After further consideration, Pres. Farley decided shared leave should be returned back to the Employee Benefits Committee, even if it effected only staff. Inquiry was made if OU had sick leave for their faculty and Pres. Farley stated they do and it could be done here with no problem. At the present time, faculty has an unwritten and unpublished procedure for sick leave.

Bob thanked Pres. Farley for coming and sharing this information.

The December 1, 1999 minutes were approved to be posted to the web.

STAFF DEVELOPMENT

Annita Huff provided copies of Tabulation of "Staff Development Survey" - December, 1999; and requested each member distribute them to their groups. The survey response rate was 43% and reflected the following: (1) Software Applications; (2) Stress/Time Management, and (3) Conflict Resolution. Rich Robbins suggested when the programs are offered that they be offered at multiple times. Deborah Birney has a budget to work with, and can easily start on Stress/Time Management, Conflict Resolution, and General Overview of Washburn University. Deb will announce next month what she is planning, or will send an e-mail. Bob Stoller volunteered to look at Software Applications and get back to us next month. Annita said she thought it should be noted in the employee's file when courses are taken, as it shows interest in self- improvement and job performance. Bob thanked Dorothy Hedman, Heidi Crosland, and Annita Huff for their hard work they devoted to this project. They all volunteered their services to Deb if needed.

EMPLOYEE BENEFITS COMMITTEE

Bob apologized to the Employee Benefits Committee for not conveying the outcome of his discussion with Pres. Farley, and the decision made that Shared Leave would return to the Employee Benefits Committee.

Rich Robbins reported the EBC had BC/BS come to discuss insurance benefits with a tiered system and spousal equivalent. Roy Wohl will attend in March to discuss a Wellness Center. Phased retirement is under review to be renewed before it sunsets in 2001.

EMPLOYEE RECOGNITION PROGRAM

Bob went around the table to get a consensus of responses from our groups on the Employee Recognition Program; there was not a great deal of responses. Connie DiPasquale, Susan Zuber-Chall, and Rich Robbins volunteered to serve on the Employee Recognition Program Subcommittee. Deb suggested the nomination forms come from Staff Council and be returned to Staff Council. A survey on the Employee Recognition Program will also be done similar to last year's. It was suggested that the surveys not be handed out at the Ceremony, but possibly put on

line. It was decided to have one prize for each category and a bigger award. It was further decided, to have some kind of door prize drawing to encourage attendance. The subcommittee needs to meet quickly with Deb to get started on this.

Connie DiPasquale reported the Safety Campus Committee will meet next Wednesday. If you have any comments contact Connie.

The meeting was adjourned at 4:43 p.m.