

Staff Council Meeting Summary
Tuesday, December 12, 2017
267 University Hall
1:30 – 3:30 p.m.

In attendance: Dr. Berberich, Amanda Spencer, Ryan Fullenkamp, Joanie Hendricks, Maureen Barry, Tom Fortener, Suzanne Semones, Carol Alexander, Dawn Banker, Adam Horseman, Jerry Hensley, Via phone: Casey Dues

Old Business

- a. **Strategic Hire** –113 positions were funneled into 4 categories: Immediate hire (rare); hire for FY19; On hold/Indefinite and Removed.
- b. **President's Advisory Council**: No updates.

New Business

- a. **Job Audits**: Staff Council member reports that she learned yesterday Job audits will now go through departments, rather than HR and will not come out of the University budget, it will come out of department budget.
- b. **Traffic in Millett parking lot**: More shuttles, delivery trucks, RTA buses. It's unsafe to walk in the lot. Shuttle drivers stop to talk to each other and make it difficult for cars and pedestrians to get around them.
- c. **Shared Governance**: Is there an appetite from administrative standpoint to create university-wide committees. For example, IT committee and Buildings and Grounds are currently subcommittee of Faculty Senate. These issues affect staff and students as well, they are not unique to academics. Dr. Berberich will ask the provost.
- d. **Furloughs**: A furlough policy is being created in case the university needs to use furloughs as a cost-savings measure. All cost-savings measures are being considered.
- e. **Total Compensation**: HR has completed meetings with Deans (topics included: title changes, job families, etc.). Next steps: A draft compensation policy and draft pay guidelines will be vetted with the Steering committee and Leadership.
- f. **Faculty/Staff Appreciation**: February 10. Dr. Berberich has been raising external funds in order to pay for the event. More details to come.

Guest Speakers, Mandy Karper and Vickie Slone

- a. **Ohio Staff Council of Higher Education**: Mandy and Vickie attended the recent OSCHE conference at Lorain County Community College. They shared information that they learned from other OSCHE member institutions about pay increases; healthcare coverage; parking fees; tuition; enrollment; and the institutions' strategic plans and initiatives. 2018 OSCHE Meetings are scheduled for January 12, April 20 and July 13.

Additional Topics Discussed

- a. **President's Q&A with Staff**: The event is scheduled for February 7, 2018, 12 p.m. – 1 p.m. in the Apollo Room. Amanda obtained a price quote to live-stream the event. She will ask the President's Office about funding.

The next Staff Council meeting will take place Tuesday, January 9, 1:30 p.m. - 3:30 p.m. in 267 University Hall.