

Staff Association Meeting March 13, 2013

Senators Present: Carol Criss, Cathy Everett, Amy Foley, Sherry Hartley, Diane Holtz, Kathy Joe, Debbie Johnson, Ryan Menley, Amy Parnell, Les Parnell, Hawley Rumpf, Carolyn Schindler, Jenny Sherlock, Tara Stoll.

Ex-officio Present: Dan Eckhoff

Senators Absent: Barb Harris (on leave), Deatra Tyler.

Staff Members Present: Jennifer Riley, Tammy Durbin.

Guests Present: Dr. Robert Vartabedian, Dr. Jeanne Daffron, Dr. Judy Grimes, Sally Sanders.

Dr. Vartabedian:

1. Dr. Vartabedian recently traveled to Scottsdale, Ariz., to visit with St. Joseph residents who winter there. Jerry Partridge and his son, Travis, went there, too. While there, they showed a video of the 2012 football season produced by Ryan Menley.
2. Two new campus sculptures were dedicated Feb. 25.
3. The governor made a quick visit to campus March 11. There was a big crowd at his press conference; thank you to those who attended.
4. Status of position searches:
 - *VP for Student Affairs – Shana Meyer will begin April 1.
 - *Director of Public Relations and Marketing – Mallory Murray will begin April 8.*Incubator Director – Interviewed 13 finalists and will interview two a second time.
 - *Dean of the Craig School of Business – Five finalists.
 - *Head Men’s Basketball Coach – there were 200+ applicants, narrowed down to 10.
 - *Associate VP for Financial Planning and Administration – there is a short list of finalists and we will be moving on the position shortly.
5. We are currently talking about reorganizing the colleges in an effort to balance them out. Currently there is the College of Liberal Arts and Sciences and the College of Professional Studies (and the Craig School of Business). LAS has 119 faculty and 11 departments, and PS has 67 faculty and 6 departments.

Administrators are talking about dividing up LAS into two separate colleges, possibly calling them the College of Fine Arts (or Arts) and Humanities (or Letters) and College of Social and Natural Sciences. This is how it would be split:

 - A. Biology; chemistry; computer science, math, and physics; economics, political science and sociology; and psychology.
 - B. Art; communication studies, theatre and cinema; English, foreign languages and journalism; history and geography; philosophy and religion; and music.

This would mean hiring a new dean and support staff. Current dean of LAS, Murray Nabors, would become dean over the Social and Natural Sciences and a founding dean would be hired for the other division. The new dean would also have fund-raising responsibilities, so if we hired the right person the position could pay for itself. We would like to get a new dean in July 1.

The location of the new dean’s office has not been determined.

6. Walter Cronkite Memorial – this is shaping up well. The memorial will be 10' wide and 20' tall and is designed by Eric Fuson and David Harris. It contains a collage of newsworthy events between 1962 and 1981, when Cronkite was CBS anchor. The display will also contain a television with news stories featuring Cronkite. Thirdly, there will be a memorabilia display.

David Bradley and Michael Meierhoffer have arranged two visits for Dr. V in New York City this week – one with CBS and one with the chief of staff of the Cronkite Foundation.

Dr. Daffron:

1. We welcome your ideas and input regarding the dividing of the LAS.
2. The Applied Learning Conference is March 21-23. Since we have a statewide mission of applied learning (according to the 2005 legislation that designated us a university) it is important that we show leadership in applied learning.
3. We recently had two accreditation visits – one for nursing and one for music. Both went well. A couple more are coming in the next six months.

Dr. Grimes:

1. We are preparing for the new vice president.
2. We will advertise soon for the career development director and center for multicultural education director positions.
3. College for Kids graduation will be 1:15 p.m. March 22 in the Junior College Room in Blum.
4. The SGA elections have been held.
5. 18 international students will graduate this may. We will hold a reception for them.
6. The WAC spring concert is April 12.
7. Senior Fair is April 10 in the Fulkerson Center. We work with Alumni Relations on this.
8. Residential Life was involved in an emergency preparedness meeting.
9. We will be featured by Noel-Levitz for our work with sophomores and our retention efforts.

Sally Sanders:

1. The wellness screening will take place April 11 and 12. We are transitioning from a fall event to the spring, so it will be a little different. We encourage people to attend.
2. We plan to offer more web-based webinars.
3. Retirement reception is April 30. If you know someone who is retiring, please tell them to let us know. We do not want to leave them out.
4. We are hosting a meeting of cabinet members and campus leadership to discuss the Health Care mandate. The meeting will be conducted by Power Group.

Old Business

The minutes from the Feb. 13 meeting were approved with the following changes: Remove Amy Foley and Dan Eckhoff (not a senator) from the absent list and correctly spell Kathy Joe's name. Amy Parnell moved, Hawley seconded, motion passed.

Committee Reports

Advantage – Carolyn Schindler reported that they have collected \$325 for a memorial for Rhonda Ingham. \$200 will cover the cost of the tree and they hope to put a plaque up in Agenstein with the balance.

Constitution/Bylaws - no report

Grievance - no report

Election – no report

Professional Development – Diane Holtz sent out a reminder to the staff association that funds were available. One application is pending.

Salary & Fringe – The committee met last week to discuss the Faculty Senate’s proposal regarding salary increases and revamping the performance awards program. The FS’s proposals have already gone to the president and the Board of Governors. Debbie reported that the consensus of the committee was that Staff Association should also submit a similar proposal for the salary. The proposal is for a 1.5% increase + the Consumer Price Index increase for the next three years to try to catch up with the prevailing wage.

The staff senate agreed with the committee.

Regarding the fixing of the performance awards, the senate agreed to tell administrators that at this time, if they give the awards to faculty, staff will take the same amount of funds and divide them among all staff.

There was a lot of discussion about performance awards and how they can be more effective. There are a lot of problems with the evaluation, and with supervisors following through on evaluations, so it is not an easy problem to solve. Annual evaluations need to be enforced by Human Resources and they are not enforced at this time. The consensus was that most would like to see a revival of some sort of performance awards to reward hard workers, but they need to be revised.

There was also discussion about low employee morale. Someone suggested administrators stay at a future meeting to discuss low staff morale. The discussion was tabled so senators can discuss it again at a future meeting.

Special Events – no report

Welcoming Committee – One new employee was welcomed.

New Business

There was no new business.

Amy moved to adjourn and Debbie seconded. Meeting adjourned at 4:30 p.m.