

Staff Association Minutes

August 14, 2019, 3:00pm

Spratt Hall, Room 109

Senators Present: Marissa Steimel, René Hill, Ryan Addington, Quentin Laws, Barb Harris, Jessica Poet, Betsy Wright, Andrea Keller, Nicki Robertson, Claudia Baer, Louise Mills, Hawley Rumpf, Shelle Browning, Kathy Gammon

Senators Absent: Kathy Kelly, Lisa May

Staff Present: Fred Nesslage, Jennie McDonald, Les Parnell, Jesse White, Cathy Bryson, Trenny Wilson, Stephanie Spratt, Michelle Diaz, Colette Weipert, Melissa Stallbaumer, Shaina Spooner, Jessica Frogge, Susan Garrison, Kelly Sloan, Julie Woods, Derek Evans, Jean Foster, Fumi Cheever, Ann Rahmat

Invited Guests: Matt Wilson, President

Dr. Davenport, Provost

Darrell Morrison, VP

Dr. Paul Orscheln, Associate VP

President Wilson Report:

- Thank you for warm welcome!
- Appreciate all we do!
- There will be shifts. As we move forward, openings to configure.
- Open lines of communication. I will respond to your emails.
- Have 40-50 pages of suggestions from staff and faculty, trying to figure out how to implement the suggestions.
- Conversation with Governor, all about students. "Take care of the students. Help them graduate."
- What can we do to make things more efficient so we can focus more on the student?
- Need to go paperless! Go digital!

Dr. Davenport Report:

- Buckle up, keep all hands inside the vehicle.
- We are at a significant moment in our history as a University.
- So many opportunities...so many obstacles. Policies need changed. Change is hard.
- We must make change if we are to survive. We are facing significant challenges.
- Every student matters, every employee is an educator.

Darrel Morrison Report:

- FY20 Budget – Working on evaluating financial conditions. Creating more realistic budget. Initiated by Board of Governors and President. Everything was not budgeted. We need to rework Banner from a financial standpoint, make it easier to use. Budgets are not entered because they are meaningless at this point. Be very, very frugal.
- At the end of July, we were 2.1 million worse off than a year ago at the end of July. We are bleeding money. Trying to figure out where, what has happened over the years.
- Health insurance cost is going up .07% for new year and University is going to absorb if at all possible. These are preliminary numbers.
- Merger of IMC and IT – Gain efficiencies and better level of service.
- Search for CIO position is ongoing.
- Lots of changes going on.

- We are not set up technologically to go paperless yet. We don't have the software, so we have to address that. Going to take time.
- Salary increases – Hold off to see fall enrollment and insurance cost. Slight increase in health plan. Enrollment not looking good. Have to see what ultimately shakes out. Have to get a balanced budget, but if we are losing 2.1 million a year there won't be raises.
- "Have a lot of things to overcome, but they are not insurmountable"
- "Focus on what's ahead, not what's behind us"

Dr. Paul Orscheln Report:

- Bleeding – Decrease in earlier incoming freshman classes have continuing impact on decrease in enrollment over the years. Small classes are making their way through. Four to five year process to work through. Retention is up 1%, which is 60 additional students.

Old Business

Voted René Hill in as Secretary.

Paid Parental Leave proposal – Sent to BAC. Email Kathy Kelly if further questions. Touch base with Dr. Davenport.

Committee Reports

- 2019-2020 Committee Approval – Table to next month
- *Salary & Fringe*
 - No report
- *Constitution & By-laws*
 - Have met
- *Welcoming*
 - No report
- *Election*
 - No report
- *Grievance*
 - Working on a grievance
- *Professional Development*
 - No report
- *Special Events*
 - No report
- *Advantage*
 - No report – Would like to put a call out for new Chair.

President's Report – Kathy Kelly absent, given by Marissa Steimel

- Survey to President – Compiled and sent to President, thanks for all responses.

First Vice President's Report – Marissa Steimel

- Budget Report – Draft; Talk about food cost being high at retreat. Motivational speaker instead? Speakers cost a lot. Current event is a morale builder for staff. Staff were polled at last retreat - Employees don't want learning, they want social. Each event has a purpose to donate to. Discussion tabled for next meeting.
- Constituent List – Sent

Other Business/Open Discussion/Announcements

- Griffon Edge Events – Open to all staff
- Meeting times – Should they be changed? This time is the only time that works for Senators, which is needed for a quorum.

Mark your calendars: Next meeting will be Wednesday, September 11th at 3:00pm in Blum 220