

## Minutes of March 4, 1998 meeting

2:30 p.m., Union Room 405 A/B



### Present:

Julie Andrews, Charlene Baker, Cynthia Baskett, Michael Booke, Woodson Boyden, Brenda Brannan, Dennis Bullard, Amy Burrow, Onice Carter, Gloria Carothers, Mary Chrestman, Thelma Curry, Sondra Davis, David Elmore, Judy Fos, Willie Hilliard, Sue Hodge, Floyd Klepzig, Theresa Knight, Joe Maples, Traci Mitchell, Jerry D. Moore, Conny Parham, Donna Patton, Lucienne Savell, Calvin Sellers, John C. Stone, Steve Stricker, Doug Stuart, Michael Vanderlip, Sherry Wall

### Excused:

Connie Braseth, Byron Buford, Buster Clark, Alice Frison, Mary Harrington, Barbara Leeton, Jonnie Manning

### Unexcused:

David Blackmarr

- In the absence of the President, President-Elect Onice Carter conducted the meeting. She began by welcoming the new members of the Council and extending thanks to those members whose terms end this month and who have faithfully served the Council and the Staff.
- Ralph Braseth addressed the Council regarding the University's newly-approved Consulting Policy and its impact on faculty and staff. He pointed out that this policy, in his opinion, is unfair, might even be discriminatory, and points to two classes of workers at the University--faculty and staff. He quoted the policy as follows:
  - FACULTY:
    - "The maximum number of consulting days permissible for a faculty member is 39 days per academic year or 52 days per calendar year for 12-month appointees."
    - "Twelve-month faculty do not have to use accrued Personal Leave to engage in consulting activities."
  - STAFF:
    - "Staff employees, even those with faculty appointments, are not eligible for the consulting policy if they do not meet the eligibility requirements set forth in the policy."
    - "Employees not eligible for the consulting policy can engage in consulting activities and other types of external employment with the permission of their respective supervisors and with the use of accrued Personal Leave."

This policy underscores the faculty's privileged status in (1) salary (2) support (3) opportunities (4) accountability and (5) freedom. The timing could not be worse given the painful re-engineering process and the expectation that staff will be expected to do more with less while academics has been exempt from the initial phases of the re-engineering process.

Ralph thanked the Council for the opportunity to discuss his concerns. Onice stated that the Executive Committee had met with Ms. Leone King, Assistant to the Chancellor, and had asked her to pass our concerns along to the Chancellor and to ask for the University's reasoning in implementing this policy. This policy will be discussed in more detail after a reply is received from Chancellor Khayat.

- Onice reported that the re-engineering report has gone to the Leadership Committee (Vice Chancellors, Andy Mullins, Cliff Woodruff). This group will provide recommendations to Chancellor Khayat, Provost Walton and Rex Deloach. We hope to know more by mid-March.

- The first candidate for the Director of Equal Opportunity and Regulatory Compliance, Ms. Bettie Puckett, will visit the campus on March 5-6. An open forum is scheduled for March 6 at 1:30 p.m. in Union 404A. All staff are invited to attend the forum.
- Committee Reports:
  - Charlene Baker reported that the Food Committee has met and will have recommendations at the next meeting.
  - Traci Mitchell reported that the Prize Committee is sending letters to businesses Friday and will follow up with those indicating an interest in donating a prize.
  - Onice Carter stated that the Events Committee is considering a possible change in schedule and will report at the next meeting. She also expressed a need for additional people to serve on this committee.
  - Twenty-one nominations for 14 different staff members were received for the Outstanding Staff Member selection. One of these was not eligible. The election will take place on April 15-21 with a run-off scheduled for April 25-28. Ballots will be stuffed on April 7 at 4:00 p.m. in Powers 100. **STAFF MEMBERS ARE NEEDED TO HELP PREPARE THE MAILINGS.**
  - Mary Chrestman reported that the Compensation Committee's report was forwarded to the Personnel Committee. Gene Hartley reported that the committee was receptive of the report and the information provided.
  - Lucienne Savell reported that the Blood Drive Committee has met and that there will be a "battle of the sexes" this year to heighten interest in donating. Prizes will be awarded.
  - Concerns. Onice stated that there was one concern which she is checking on now and will report later.
- Onice talked with Joel Kriner at the Bookstore about a rumor that students were allowed to charge Bookstore charges to their Bursar account. Joel said this had never been true. He also stated that departments still get a 20% discount and staff get a 10% discount and the Bookstore does accept major credit cards, even though staff can no longer charge their Bursar accounts for items purchased at the Bookstore. Amy Burrow expressed a concern regarding the prices at the Bookstore compared to local stores. Example: a box of 25 hanging folders costs \$9.00 at the Bookstore and \$4.00 at Wal-Mart.
- Onice received an anonymous concern regarding "professional staff" not receiving raises last year. Onice replied that no single group was singled out and not given raises last year. Raises were given on an individual basis --not as a group or EEO category.

There being no further business, the meeting was adjourned.

/s/Donna Patton, Secretary

/s/Onice Carter, President-Elect

/s/Jonnie Manning, President