

Subject: Staff Council meeting minutes 12/7/00

Resent-From: Staff-All@wku.edu

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From: "Joy Gramling" <Joy.Gramling@wku.edu>

Organization: Western Kentucky University

To: Staff-All <Staff-All@wku.edu>

The meeting was called to order December 7, 2000 at 10:00 a.m. in DUC room 226. Members present were Johnny Allen, Dina Bessette, Teresa Dunning, Jackie Ellis, Joy Gramling, Marshall Gray, Carolyn Hunt, Brenda Keith, Elizabeth Paris, Jim Range, Phyllis Reed and Brian Ward. Staff Regent Howard Bailey was also in attendance. Members absent were: Kathy Grover-Jimerson, Dale Lamastus and Tony Thurman.

1. Staff Regent Report: Howard Bailey told the Council about the Special Meeting of the Board of Regents held December 1, 2000. The Administration asked the Board to vote to cut two men's sports teams (golf and tennis) to help the Athletics Department balance its' budget in the future. The vote was a tie so the teams will not be dropped. We plan to invite Athletics Director Wood Selig to our next meeting to ask questions about our present and future conference affiliations.

2. University Senate Report: Phyllis Reed reported on the University Senate Meeting which was held November 16, 2000. A resolution was passed by the Senate objecting to the recent naming of Meredith Hall. The Senate also passed a resolution asking that the President hold the Athletics Department accountable for their yearly budget. Other items of interest were reports from the Curriculum Committee and the Faculty Welfare Committee.

3. Habitat for Humanity: An idea which is in the beginning stages was brought to the Council - to join forces with the local Habitat for Humanity organization to build a house for a WKU employee by WKU employees. We certainly have all the necessary skills available here on campus if we could get enough volunteers. There are lots of questions to be answered but the Council is very enthusiastic about the possibilities. We will do some homework and come back to this issue very soon.

4. Staff Excellence Awards: The Selection Committee will be reconvened in January to evaluate this year's selection procedures and fine tune the process..

5. Budget Council Report: Marshall reported that this year's institutional budget priority list is as follows:

- Recruit and retain quality faculty and staff
- Provide funds for academic enrollment, retention and access
- Improve physical resources
- Provide permanent funding for recurring expenses

These priorities are in no particular order. Marshall provided the Budget Council with a copy of last year's staff salary analysis which was done by the Department of Human Resources, for some background information to support our push for market salary adjustments "from the bottom up" for the lowest paid staff. The Council feels that no one who works here should be below the poverty line. The Council also feels that in house equity is one of our biggest problems and that our present classification system is not working. The Carroon Study was implemented to address compensation issues but the program has not been completely successful in all aspects (The Salary Committee of the Staff Council will meet in early January to try to address these important issues). Marshall will continue to work to keep staff salary increases on the Budget Council's priority list at their weekly meetings.

6. Health Insurance Committee Report: The Health Insurance Committee is charged with making recommendations for our plan year 2002. The Committee met November 28, 2000 and will continue to meet at least monthly to deal with such issues as self insurance versus fully insured, future benefits and future premiums.

The next meeting of the Staff Council will be held January 16, 2001 at 10 a.m. in the Police Annex Training Room.

The Staff Council wants to hear from you. Do you have a question, concern or comments? You can now email the Staff Council: staffcouncil@wku.edu

The Staff Council Minutes, Constitution and By-laws are posted on the Staff Council web page at:
<http://www.wku.edu/staffcouncil>