
Staff Council Minutes

03/02/2000

The Staff Council met for its regular monthly meeting on Thursday, March 2, 2000 in the Facilities Management conference room, No. 1.

Council members present: Tony Thurman, Kathy Grover-Jimerson, Linda Cantrell, LaDonna Harris, Joy Gramling, Marshall Gray and Debby Smith.

Council members absent: Larissa Young, Joe Keith and Johnny Allen.

1. University Senate: A discussion concerning rotating a member from the Staff Council to serve as an ex-officio member of the Senate was approved by the Staff Council. In April the Staff Council will consider changing the by-laws to include verbage concerning representation on the University Senate.

2. Staff Excellence Awards: The Staff Council finalized and approved guidelines for the Staff Excellence awards. The proposal will be forwarded to the Director of Human Resources for implementation.

3. Shared, Medical-Leave Bank: The "Shared, Medical Leave" was finalized and unanimously approved by the Staff Council. The purpose of this program is to assist employees who have exhausted their accumulated medical leave due to a prolonged or catastrophic illness or injury. The Shared, Medical-Leave Bank will be effective upon approval by the President's Administrative Council.

4. Staff Council Elections: The 2000 Staff Council election has been set for April 20, 2000 from 9-11 a.m. in Garrett Conference Center and from 1-3 p.m. in Downing University Center. A memo and nomination form will be mailed out to WKU employees on March 15th. The deadline for nominations is March 31. The memo will contain all criteria for nominating and running for a Council seat. Currently there are 12 positions open. We encourage all to get involved.

5. Staff Regent Term Limits: Previous guidelines pertaining to the election of the Staff Regent (which is coming up soon) stated that a staff member could only run for the position for two consecutive terms, but then must sit out a term before running again. The Council voted to remove that language from the election guidelines thus removing term limits for the Staff Regent. The state statute does not impose term limits and most of the state universities do not have term limits

6. Staff Regent Release Times: The Council is considering making a recommendation to Dr. Ransdell to formalize a policy that would ensure that the Staff Regent is given the necessary time away from the job to perform duties required by that position. We will continue this discussion at our next

representative to serve on the search committee for Vice President for Student and Administrative Affairs. LaDonna Harris will represent the Staff Council on this search committee.

8. Herald Article—Pay Raise Salary Pool: The Staff Council was given an overview of the Health Insurance Assessment for the 1999 calendar year. Emphasis was placed on what will be done in the future to help reduce costs. The Human Resources Manager stressed that “we have significantly more information regarding health service trends and patterns than we ever had previously. This information will be highly valuable as we construct future plan designs to meet the University's cost objectives and the health needs of our employees.”

9. Shared Medical Leave Medical Leave Bank: This policy is intended to provide a formal means whereby an eligible employee may donate up to five (5) days of accumulated medical leave to the Medical Leave Bank. The purpose of this program is to assist employees who have exhausted their accumulated medical leave due to a prolonged or catastrophic illness or injury. The Human Resources Manger presented to the Staff Council a draft policy concerning the Medical Leave Bank. The Council will vote on this draft policy at the March Council meeting. The Medical Leave Bank will be effective upon approval by the President's Administrative Council.

With no other business, the meeting was adjourned and the next regular meeting will convene on March 2, 2000, Thursday at 10 a.m., in the Facilities Conference 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>

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