

Staff Council-Minutes of the Meeting

4/3/2019

- I. **Call to Order by Nick Adams, President at 2:02 p.m.**
- II. **Members present:** Nick Adams, Alonzo Bouldin, Melissa Buxton, Elizabeth Carter, Jarvis Ewing, Glen Halbert, Jessica McDill, Jody Peters, Megan Smith and Tyler Wheat.
- III. Approval of the Minutes for March was made by Jessica, it was seconded by Elizabeth and passed without opposition.
- IV. **Nick introduced our guest speaker, President Nora Miller**
- V. **President Miller stated that this was a "Question & Answer" session**

She stated that a common complaint is the lack of communication among everyone that is concerned. Secondly she acknowledged the morale issue. She is hoping the "Flex Time" for summer will help staff with more freedom in their work schedules. She will begin collecting information the first of May from offices which will participate and access the needs of those offices. The third item she mentioned was the concern over the cost of the "Owl" athletic gear sold at our Barnes and Noble.

Discussion followed by Staff Council members:

Elizabeth commented on the results of the Staff Survey pointing out the concern over a Cost of Living Increase. She also asked if we could have our campus office's close at noon on the Friday of Spring Break and possibly other holidays. President Miller replied that this might be something to discuss with MASCO since this could help by getting all the universities supporting it. She said she doesn't have the authority to close the campus except what IHL has approved. President Miller responded to the concern over staff salaries and stated that the budget from State wasn't what IHL was hoping for. She spoke to the Commissioner of IHL wanting an amount to be allocated for our university. She said they are looking at increases for staff salaries \$30,000 and below. She will also be asking for a small increase in our tuition at the May IHL meeting.

Alonzo asked about discounts for employees for the child care at CPDC on campus. President Miller said she would look into it.

Melissa mentioned the staff turnover on campus and the need for an orientation to help new staff navigate the offices on campus. Mentors was also mentioned as a way to help new staff make connections and feel included with other offices.

Jessica mentioned that an online orientation would be helpful even as a refresher for current staff. President Miller mentioned that an online orientation is starting for new students and we could start one for staff as well.

Nick asked about "Exit" interviews for staff leaving to get feedback.

Lastly President Miller mentioned the parade on Monday, April 8 to celebrate our women's basketball team's championship in the USCAA Tournament.

Old Business:

None

New Business:

- a. Nick mentioned Owl Star nominations for the next quarter.
- b. May 22 will be our Staff Appreciation Lunch held at the "W" room. Barbeque chicken and pork will be served with all the fixings including dessert. Discussion followed about being able to close our offices for an hour to allow all staff who want to come instead of staggering employees who might not get there until everything is picked over and cold. Door prizes were also mentioned for the luncheon. Owl gear or passes for the cafeteria. Nick stated he would check with Jason and Alan.
- c. We will recognize the University Accounting Office next with breakfast treats. A date will be chosen at a later time.
- d. Megan asked Nick if he could design a card to give to Coach Howard White and the players of the Women's Basketball team from the Staff Council recognizing their achievement.

Meeting adjourned at 3:08 p.m.

Minutes submitted by Jody Peters