

**Eastern Kentucky University
Staff Council**

Meeting for April 10, 2018
Teleconference Room, Whitlock Building, Room 549
10:00 a.m.

Members Present: Adams, Derek; Adkins, Karrie; Banks, Leah; Cotton, Ann; Faith, Jillian; King, Stephanie; Miesmer, Tim; Newman, Jennifer; Scott, Caelin; Sparks, Sherry; Spease, Julie

Staff Regent Present: Makinen, Bryan

Guests: Joan Beck – EKU Ombud

Call to Order: Chair Stephanie King called the meeting to order at 10:05 a.m.

Minute Approval: The Staff Council March Minutes were approved by email.

Ombud Report: Ms. Beck stated that many people were feeling like this was a “downer” time. Due to the budget constraints, employees are dealing with the stress of changes; whether these directly affect them, or affects their office, or others around them, it is still a stressful time. She stated employees are most likely feeling frustrated, helpless, powerless, and with all of these comes anger. She stated many employees feel like there is a target on their back.

She reminded each of us that if we feel that pointer is toward us, and if we encounter individuals dealing with these situations, we need to remember to step-back, or advise others to do so. We need to not blame the decision makers, but try to understand why these decisions had to be made. We need to remember that the decision makers did not want to make the decisions, or do the task at hand, but it had to be done. She stated that venting is not beneficial; your venting tends to keep you focused on the problem instead of the solution. Venting is dangerous to your health, especially your cardiovascular health. Ombud Beck stated it was O.K. to be angry and frustrated, but not hostile or aggressive. She also pointed out now would be a great time to focus on taking caring of your body...exercise, eat well, practice meditation. She stated the next few weeks will be a difficult and awkward, almost like a grieving process for some.

Treasurer’s Report: The Treasurer, Ms. Spease, stated the Treasurer’s Report showed a balance of \$29,354.24 – (this does include the payment for the pool reservation).

Staff Regent Report: Regent Makinen stated he was working on his next Regent email, outlining what took place at the Board of Regents meeting April 6th. Regent Makinen stated that we are one to two million dollars short, as far as this year’s budget is concerned. The University will be operating on a low contingency. He asked that everyone please continue thinking about

ideas/solutions on how to save money or generate new revenue. Everyone should have received an email for those ideas to be voiced.

Regent Makinen complimented Staff Council's University Budget Committee representative, Chair King, for her diligence, and hard work (attending approximately 22 meetings – with some lasting all day). He stated staff were well represented in the budget process. He thanked Chair King.

The next Board of Regents meeting will be in June. There will be more details to follow.

Chair's Report: Chair King started the Chair report by thanking Vice Chair Newman for doing the Staff Council report at the Board of Regents meeting April 6th. She also stated she want to thank Regent Makinen for what he contributed to the last BOR meeting, and for all the time he has given to being our Regent.

Chair King stated that Regent Makinen, Ms. Scott, Vice Chair Newman, and herself were working on the President's evaluation. This is a huge undertaking, but SC values the opportunity to have input, etc.

Committee Reports:

- **STAFF RECOGNITION AND PROFESSIONAL DEVELOPMENT** - Jennifer Newman, Chair, stated this Committee did meet, but they will be working on the Employee's Recognition Luncheon, which may be combined with the Fall Convocation in August. This is still undecided and will be discussed at future meetings. She also stated they discussed the Staff Emeritus nominations. Additionally, she stated she had discussed the Staff Professional Development Fund with Ms. Teri Begley, but H.R. had not heard what changes, if any, would be made to the funding of this benefit. It was also suggested by Staff Council that we could possibly recognize staff members for certain personal achievements (such as the birth of a child). Ms. Newman will keep us informed of any changes, etc.
- **COMMUNICATIONS** – Karrie Adkins, Chair, stated the Communications Committee did meet prior to Spring Break, and will be meeting every third Thursday, with the next meeting being on 04/19/2018. Since her meeting with Doug Cornett and Kristi Middleton, the Communications Committee has been discussing creating an "Awareness Campaign" over the summer. This will help employees know what is taking place within the University, etc. Also, the Committee will look into doing a Brochure to put in the packets for New Employee Orientation.
- **ISSUES AND BENEFITS** – Tim Miesmer, Chair, stated that the Issues and Benefits Committee was meeting on 04/17/2018 to discuss "experiential education credits – University credit for work experience", paid time off for "Community Service Hours", and other new benefits to present as possible adoption. Mr. Miesmer stated he had not heard as to when the University Benefit Committee would be meeting. He will continue to keep us updated.

- ELECTIONS AND CREDENTIALS – Ann Cotton, Chair, stated that the Elections and Credentials Committee had met to discuss the upcoming Regent election to be held on May 22nd and May 23rd for the Regent term of July 1, 2018 – June 30, 2021. Regent nomination forms will be accepted until April 30th. Staff Council will be informed as to what will be taking place, as far as forums, etc.

University Committees:

- Budget Advisory Committee – Stephanie King – Information regarding this Committee is in the above minutes.
- Parking Advisory Committee – Stephanie King – Has not met since last Staff Council meeting.
- Employee Recognition and Retirement Advisory Committee – Jennifer Newman – Has not met since last Staff Council meeting.
- Sick Bank Committee – Stephanie King – Has not met since last Staff Council meeting.
- Grievance Committee – Has not met since last Staff Council meeting.
- Benefits Advisory Committee – Tim Miesmer – Has not met since last Staff Council meeting.
- Diversity Committee – Has not met since last Staff Council meeting.

Old Business:

The first order of Old Business: Mr. Miesmer will continue to check with Ms. Sarah Pitt regarding the notifications of when your sick and/or vacation time is at the “no longer accruing” status.

The second order of Old Business: Earth Day event that will be taking place on April 19th in the ravine. Ms. King will be sending out sign-up sheets with various times needing volunteers. Also, Secretary Cotton has ordered the poker chips for each staff member to receive one chip to go toward a food purchase during this event. Once the event is over, the Council will collect the chips from the vendors and issue payment for each chip representing \$5.00 apiece.

The third order of Old Business: was the recognition of Ms. Scott as our new Diversity Liaison for Staff Council. Ms. Scott volunteered her time for this initiative.

The fourth order of Old Business: was the Pool Staff events and Movie night. Ms. Spease did get our dates set for the pool events. They will be: May 27th, June 23rd, and July 28th.

New Business:

The next meeting of the Staff Council will be May 8th at 10:00 a.m., in the Teleconference Room, Whitlock Building.

The meeting adjourned at 11:06 a.m.

Respectfully submitted,

Ann Cotton