

Civil Service Council Minutes
June 10, 2014
Rathskeller Loft, University Union
8:30 am

Members Present:

Angie Campbell, Rhonda Nichols, Dan Crews, Bryan Callaway, Laura Smith, Jerri Hinton, Melissa Gordon, Anthony Redding, John Sigler, Michelle Morgan, Cay Kolling.

Member's Absent:

Melissa Coleman, Donna Noffke

- I. Meeting was called to order at 8:30 am by President Campbell.
- II. May minutes approved electronically.
- III. No Treasurer Report
- IV. Old Business
 - A. Committees:
 - a. Election—Elections not needed. Cay Kolling joins us from District II. Still have 3 openings for District I, 2 plus alternate for District II and 1 plus an alternate in District III. Please encourage anyone interested to submit a nomination form.
 - b. Personnel—Met with President Perry and Interim Vice President Paul McCann on June 5. Will discuss details in new business.
 - c. Public Relations –Laura going to visit bulb company this weekend to discuss pricing and ideas for fundraiser for scholarship.
 - d. Scholarship—No news to report.
- V. New Business
 - A. Met with President Perry and Interim Vice President Paul McCann on June 5 to discuss several items of interest.
 - a. Salary Administration Plan – looking at reducing the minimum increase of 10%. The Salary Plan Committee had already been working on this and Angie forwarded our changes to date to President Perry and Paul McCann for review.
 - b. Raises - Raises for non-negotiated unlikely and already in budget for none for the following year.
 - c. Hiring freeze in place except for mission critical positions.
 - d. Salary Study – discussed Salary Study and how there are several positions well below average. Dr. Weber was working on this before he left. Paul McCann will review. Rhonda and Angie to follow up with Dr. Enyard and Jeff Marlo.
 - e. Calling for a \$3.7 million reduction in appropriated budgets. Academic Affairs responsible for \$2.5 million, Business Affairs responsible for \$800,000, Student Affairs for \$200,000, University Advancement for \$100,000.
 - f. President reducing his research fund budget from \$100,000 to \$60,000 and not replacing four employees. Rob Miller is new EEO Officer. Employees in Civil Rights will report to Rob.
 - g. No news for Interim Treasurer for Paul McCann. Expect appointment from within university.
 - h. Other items to review were

1. Study for IT Cost/Structure
2. Evaluate Staff/Faculty ratio
3. Increase online offerings where appropriate
4. Enforce minimum class size
5. Evaluate scholarship program and its effectiveness.
6. Review faculty reassignment time.

B. Election of Officers

- a. President: Melissa Gordon nominates Angie Campbell, Laura Smith seconds. No other nominations. All in favor, none opposed.
 - b. Vice President: Rhonda Nichols nominates Melissa Gordon. No other nominations. All in favor, none opposed.
 - c. Secretary: Melissa Gordon nominates Rhonda Nichols. No other nominations. All in favor, none opposed.
 - d. Treasurer: Rhonda Nichols nominates Laura Smith. No other nominations. All in favor, none opposed.
- C. Discussed possibility of morale booster for non-negotiated civil service employees. Some ideas were to hold a "town hall" style meeting in which the president addressed questions/concerns, blog, online suggestion box, newsletter, twitter feed, party. Decided to wait until next meeting to see what President announces.

VI. Motion to Adjourn (Sigler/Smith). The meeting was adjourned at 9:35 am.

Upcoming Meetings:

July 8, 2014 – Rathskeller Loft

August 12, 2014 – Rathskeller Loft

September 9, 2014 – Rathskeller Loft

October 14, 2014 – Rathskeller Loft

November 11, 2014 – Oakland Room

December 9, 2014 – Rathskeller Loft

All non-negotiated Civil Service employees are welcome and encouraged to attend.