



General Council Meeting Minutes

August 9, 2007

Toefer Room

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1 Call to Order

The council meeting was called to order by Chair Kathryn Howard at 10:08a.m.

2 In Attendance

Baechle	, Dan
Blazar	, Kathleen
Cartier	, Kevin
Charvat	, Jackie
Cole	, Richard
Conger	, Helen
Dowdell	, Kathleen
Emerson-Grigger	, Theresa
Fong	, Lai Lonne
Fuller Murray	, Beth
Hetzel	, Robert
Hill	, Susan
Howard	, Kathryn
Juknialis	, Barbara
Masely	, Rosanna
O'Linn	, Kathy
Saafir	, Michelle
Sadid	, Hossein
Sherman	, Brian
Solis	, Carolyn
Taylor	, Crystal
Watts-Gup	, Peggy
Williamson	, Suzette

3 Approval of Minutes for April Meeting and Budget Report

The minutes from the June meeting were reviewed and approved subject to minor corrections. Budget stands at approximately \$3,700.

4 Announcements

1. Reminder to sign in on sheets provided

2. Scheduled second staff appreciation event on Sep 13 in Hovorka Atrium ... sponsored by HR and Finance & Admin (H. Sadid). Recognitions for SAC member service. 4:00 to 7:00p.m.
3. Per H. Sadid: Closing the books for FY 07. Deficit is larger than what was budgeted, but the numbers are improving. Working with Dr. Snyder to set achievable goals ... balanced budget by FY 09. School of Engineering finished much better than anticipated. Recent development and fund-raising activities are the highest in 10 years, and this trend is hopefully not short-lived. The president's role is significant for fund raising. Thanks to SAC/forums for morale assessment and feedback. Compliments to entire university and staff for these efforts. Very appreciative for the constructive approach taken in these forums.
4. Per K. Howard: Thanks to SAC members for participation in staff morale survey events/forums.
5. Per C. Gregory: Realignment of some HR functions. Lorraine Watson to report directly to C. Gregory on employee relation issues. Notable item from benefits survey: per policy on tuition reimbursement and employees who do not have support of supervisor ... new policy wording?
6. Q: Any new HR policies? A (Peggy): To be posted by September. Per C.Greg: Policies to be published as created, rather than waiting until some arbitrary time of the year.
7. Q: Plans to change health insurance? A (C. Greg): RFP expected to be sent out next year. Q: Why is prescription discount better with AAA card than with employer health insurance? A: Depends on formulary. A (H Sadid): This is good feedback ... we can take these concerns back to insurer even in the midst of current contract.
8. Elections update: Great need for names and nominees in SOM, SOD, MSAS. Please make extra effort to solicit interested staff members to participate in SAC.

5 New Business

1. Resolution for education awareness: (Per K Blazar): Per Fringe Benefits survey: identified lack of access to educational benefits for some employees due to supervisor denial. Resolution has been vetted by SAC steering committee. *{Ensuing discussion of minor changes to the resolution wording}* Motion to approve revised wording ... seconded: In favor: 32 Opposed: None. Resolution will go forward as amended.
2. Address to SAC by President B. Snyder
Was very connected to staff at previous post. Very appreciative of opportunity to address to SAC. Met with staff representatives at OSU every quarter, and fielded whatever questions they had. [SAC is a] good venue for getting issues out & under discussion. Glad to answer questions and to receive information, input, feedback, etc. Making rounds at all the schools. Enjoyed the party-on-the-Quad ... well-planned with great fun, good food, etc. Per meeting at SOM: Staff is important, even if not explicitly mentioned. Meetings with faculty have been very positive, in contrast to report of low staff morale. Disappointed to learn [at SAC meeting] that staff do not feel invested in university.

Per K Howard: Timeline for getting budget recovery plan? A (B. Snyder): Due by October. Goal is not just balanced budget, but to return to a time of financial health & strategic investment. How to allocate resources in large institution without strategic plan? Return to principles: academic excellence. Where to cut to achieve balanced budget? Which things will position us best for future? We will not do across-the-board cutting. This would be an “easy” way to achieve balanced budget, but strategically disastrous. Current situation remains difficult and much work to be done, but we are slowly turning around. Perception (of Dr. Snyder) is that morale is good in the academic departments. Plan must be university-wide. Plan will become public knowledge as soon as board gives approval.

Q: Open office hours as per former President Eastwood? A: Yes, but will also try to get out to groups and forums (such as SAC) Q: Effect of changing name/logo “fat surfer”? A: Garnering investment is about building trust that we can deliver and execute a plan. We have to earn that trust every day. Must be careful not to overpromise. Must work hard to rebuild trust that had been lost during recent years. Disaffected alumni need to be reassured that investments are not just going to fill a hole, but rather to build something good for the future. Priorities: getting to financial health and getting a strategic plan that people can believe in. Not just about changing our name or logo, but focus on building trust over time. Look forward to meeting with SAC often.

6 Old Business

1. Staff Educational Enhancement Fund: About \$5,000 available from fund raising. Working through applications ... hopes that gala ball will provide opportunity for additional fund raising, eg., silent auction, basket raffle, etc. .. Q (H Sadid): Range of requests for funding? A: \$100 for textbooks to \$11,000 for tuition. Per H Sadid: There may be some funding sources within departments for textbooks. Per R Cole: Is donation to the fund tax-deductable? A: On-line giving site on web has information.
2. Staff Morale Committee: (B F-Murray) 75 persons in attendance at staff morale forum. Attendees were instructed to break into discussion groups. Committee will sort suggestions into three categories: no cost, some cost, substantial cost and will submit the suggestions to HR. Some of the top suggestions: COLA increases, day off for birthdays, anniversaries, and holiday between Christmas and New Year's.

Participants were instructed to write their thoughts on an index card for subsequent discussion, processing, etc. Result was lots of information and ideas on how to improve. Even though 10 people left, 65 remained to participate. Some of the people who left may have been emeriti/faculty members who realized they were at the wrong meeting. Kudos to Therese Grigger who was very successful in keeping the forum from appearing as a “spin” session.

7 Discussion of Issues by the Representatives

None



8 Adjournment

The meeting was adjourned at 11:30a.m.