



General Council Meeting Minutes

October 5, 2007

Toepfer Room

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1 Call to Order

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

2 In Attendance

Blazar	, Kathleen
Cartier	, Kevin
Cole	, Richard
Done-Anshenovitz	, M.
Dowdell	, Kathleen
Fairfield	, Brad
Fong	, Lai Lonne
Fuller Murray	, Beth
Franco	, Adolfo
Harris	, Patsy
Hetzel	, Robert
Holter	, Paul
Howard	, Kathryn
Jones	, Jovon
Juknialis	, Barbara
King	, Catherine
Llewellyn	, Joan
Masely	, Rosanna
McColl	, Karen
Mosely	, Shirley
O'Linn	, Kathy
Peoples	, Rhonda
Sadid	, Hossein
Sciulli	, Barbara
Sill	, Jim
Smith	, Mary Lou
Taylor	, Crystal

3 Approval of Minutes for August Meeting and Budget Report

The minutes from the August meeting were reviewed and approved subject to minor corrections. Budget stands at approximately \$2,700.00, adjusted for recent SAC orientation breakfast.

4 Announcements

1. Per RC: SAC Gen'l council calendar 2007-08. Calendar approved by motion & vote.
2. Per RC: Opportunity to donate to three university-sponsored charity choices. Easiest way is to donate via online service.
3. Per T. Grigger: October 25 is National Denim Day. Employees who donate \$5 to the Susan G. Komen Breast Cancer Foundation receive a pink ribbon to wear that day, when they will be able to wear jeans to work. Pins and receipts are still available.

5 New Business

1. Passing of gavel.
2. Elections update: Successful. Still a number of open positions in the larger schools. Invite SAC members to nominate, recommend new candidates for membership. Q: What schools most in need of representation? A: Medicine (need about 8). Need one from MSAS. Elections committee is important, Janet needs help to ensure that elections happen smoothly in the future.
3. Admin announcements. Per H Sadid. Working on financial recovery plan under B. Snyder. Final copy mailed to board. Still running a deficit in SOM, but avoided overly negative impact on university at large. The plan is very responsible (per B. Snyder). Currently no plan for staff reduction (including faculty). Will allow attrition to continue. Endowment continues to perform well as a revenue source. Therefore optimistic about future direction of the university. Moving toward budget deficit of 10.5 million, which is a significant improvement over previous \$40 million deficit, and of course, the ultimate goal is to “get back in the black” within the foreseeable future. There is nothing in the plan that is expected to affect staffing levels. Q: Will there be another “Race for Case”? A: No.
4. Per L Watson: University has increased number of paid holidays to 11 days. Currently posted on the web.
5. Staff Morale: Evaluated results by date of acquisition. Review of events by date. All events were well attended, resulting in variety of suggestions for improvements. (1) Social perks: eg., coupons, discounts, lunches (2) Staff recognition: reward programs for excellence, (3) Systemic issues: continuing ed., supervisory training (4) Communication: retirement checklist, calendar of events, plans to fix budget (5) Time: close univ between Christmas and New Year's (6) Transportation: free parking, parking cost assistance, RTA subsidies, car pool lists (7) Financial: continuing ed, morale budget. Other categories: off-site retreat locations (eg., Cleveland Zoo) (see committee report for full details).
6. Communications: Per B Hetzel: Updates to web site are ongoing. Q: What happened to constituent list? A: Bob is a committee of 1 and needs assistance to produce separate list for each Rep.

7. Fringe Benefits: Per K Blazar: Aim to get results of fringe benefits survey on to the web. Also would like to work with staff morale committee to see what came out of the survey that our committee can use.
8. Per H Sadid: w.r.t. Fringe benefits: Because QualChoice was replaced with Anthem, we have been offering Anthem here since Jan 2007. We now have 9 months of experience with that plan prior to next enrollment window in November. Trying to develop a rate structure. Utilization has been significantly higher than with QualChoice ... 35% increase in total cost of Anthem compared to QualChoice ... But 9 months may not be sufficient time to evaluate .. 18 months might be better. Expected analysis from HR: What are the claims? What areas are being utilized significantly more? Comparisons with MedMutual, etc. Looking at a structure that is about 20% higher than what we have now. Anthem is the highest in participation rate. This is an issue that the administration is looking at very seriously. Need wider participation of SAC on the university Fringe Benefits Committee. In sum: Anthem is potentially going up by 20%. Med Mutual up by 6%, Kaiser around 5%. About 150+ employees migrated from MedMutual to Anthem, but this is apparently not the driver for the cost increase. From the competitive bid results, Anthem appeared to be most attractive. It's a self-insured plan. One of the cost drivers is that the "stay days" has increased from 3 to 4-5.
9. Staff Policy: R. Masely: Please send email with ideas, suggestions, etc.
10. Staff Training & Development. K. O'Linn: Planning for another Gala Ball fundraiser.
11. Quality of Work life: Per L Watson: Working on results of recent morale survey
12. Per RC: These SAC meetings are the ideal time to forward ideas, suggestions & other feedback to Univ. Admin (eg., HR)
13. Per suggestion from floor. Request to go around the room and allow SAC members to introduce themselves. Observation per R Cole: There is a great deal of experience in the room, and therefore lots of opportunity for ideas, growth, ... to make something new happen.
14. Q: How to reconcile 20% increase in health ins cost with 2% salary increase? A: Per H Sadid: Very difficult problem, for example Univ set goal to be at 50% (median) salary level w.r.t. competitors. Have fallen to 43%. Not a good place to be. Therefore, employees are taking home less money each month. SOM closed books with \$39mil deficit. Even though it's one of the best schools of medicine in the country, it faces a significant challenge to improve its fiscal standing.
15. Per H Sadid: Comment on staff morale. Very impressed by many of the suggestions on the list. Need to ensure that staff members are encouraged to take advantage of tuition waiver benefit. Salary will always be an issue. Are there things that we can do outside of salary increase that can improve employee morale? Per K Howard: Need a culture change that promotes advancement and training from within. Top level admin needs to "aggressively" work to promote staff training. Per H Sadid: Also need to work with College deans.
16. Per A Franco. The Case Daily is not the panacea that we would like to think it is. Better to go back to the paper format. Not everyone at the university is connected to the internet, not everyone has access.

17. Per L. Watson: Affirm R Cole's assertion that SAC is a vital communication vehicle for the university.

6 Old Business

None

7 Discussion of Issues by the Representatives

None

8 Adjournment

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