

The University of Akron
Staff Employee Advisory Committee (S.E.A.C.)
Minutes for February 18, 2010 Meeting

Members and Attendance:

Name & Start Date	Position	Attendance
Jean Andrick - 2008	HR Liaison	Present
Kristina Artino - 2009		Absent w/Notice
Gary Beckman		Present
Mary Dingler - 2009	HR Liaison	Present
Lissia Gerber - 2007	Vice Chair	Present
Nancy Homa - 2009		Present
Mike Kimble - 2009	Chair	Present
Jim Shuster - 2008	WWW	Present
Laura Spray	Ex-Officio	Present
Bob Stachowiak		Present
Mary Tabatcher - 2007	Secretary	Present
Lindsie Webb - 2008	Treasurer	Present
Pam Woodall Caine - 2008		Absent w/Notice

Meetings always scheduled on third Thursday of month at 12:30 PM.

Meeting called to order at 12:35 PM.

Reviewed and approved minutes for 1/28/10 meeting online.

Agenda for Today's Meeting:

I. Opening/Introduction

II. Goals

- Review Bylaws
- Initiate changes to website

III. Agenda Topics

- Discuss proposed changes to website
- Discuss bylaws
- Lissia discuss Campus Community Outreach meeting
- If time permits, reconvene conversation about hotline and employee leave

IV. New Initiatives

- Campus Community Outreach
- Hotline, Employee leave

V. Closing

Awards & Recognitions Sub-Committee: Mary Dingler (reporting), Gary Beckman, Jean Andrick, Jim Shuster and Pam Woodall Caine: If you have any further comments regarding the awards and recognition ceremony, please let your comments to Mary Dingler, reporting Chair, so she can reply to Ms. Roper (and possibly have a face to face meeting). Thanks to those who have already replied.

Board of Trustees Observers (www.uakron.edu/bot/) - Kristina Artino (reporting) and Gary Beckman: No discussion.

By-Laws - Laura Spray (ex-officio and Chair reporting), Pam Woodall Caine, Nancy Homa and Lindsie Webb: SEAC membership was sent an email draft to review prior to the meeting. The following discussion ensued: Should we increase number of members beyond 12? Maybe increase to 13 so we can have a majority. Maybe the president's appointment could be number 13; however, an ex-officio can vote in the event of a tie. Should the chair vote? Who should be tie-breaker? There are a number of new and up-and-coming committees which will need representation such as UC and the campus surveillance camera committee. Committees fluctuate all the time. How to amend bylaws? Since we are a representative body, are we representing everyone if we limit our membership? SEAC was originally 8 but then it was increased to 12 due to additional committee work. How do other universities determine their SEAC membership levels? CPAC has 13 members and faculty senate has 66. One possibility is to allow more ex-officios to help out with committee work. Should regional campuses always have a member on SEAC? Wayne is now accredited separately from main campus and therefore should have representation – CPAC does have a dedicated position for Wayne. All terms are for three years. Do we want more membership? Maybe the way to handle it is through an amendment to the bylaws. Maybe amendments should be done by Vote on amendment to bylaws – should we have three meetings before the amendment can be voted on? Unanimous vote yes. Should we indicate how to remove oneself from a committee? How should members resign from SEAC? Written notification will be required with the effective date of resignation. Their responsibilities would then need to be transferred to another member. Should we wait for the next election before replacing that member? Subcommittee will develop draft. Should standing committees be listed in the bylaws? Probably not. Bylaws are how we do business. CPAC does not mention this. Should we list standing committees? Vote indicates nay. How should responses be made on issues coming to SEAC? Should one person be responsible for responding? It was agreed that the secretary will do all responses based on committee discussion. Should we research other university membership? All of us should do some research. Even OSCE members have different structures.

Budget Committeer (Lissia Gerber reporting): No discussion.

Campus and Community Outreach Committee - Lissia Gerber (reporting), Pam Woodall Caine, Kristina Artino, Jean Andrick and Mike Kimble:

SEAC Scholarship Campaign Title: **Dollars for Scholars**

- Mike will speak with Parking regarding the direct deduction of funds from payroll
- Length of campaign to be determined
- Lissia will contact the Vanderbilt Just Give Five coordinator for implementation plan
- Email campaign established
- Three scholarships in the amount of \$150 dollars per semester is our goal – for books for staff members – not dependants
- Establish requirements for the award of scholarship funds
- Formal proposal to Dr. Proenza by the end of March

Faculty Senate (<http://www.uakron.edu/president/facultySenate/>) - Nancy Homa (reporting) and Mike Kimble: A faculty Senate meeting was held on February 4, 2010. Following are minutes from the meeting.

Called to order by Chair Sterns. Acknowledged the following University personnel who had died since the November 2009 Senate meeting with a moment of silence: Claude Meade, Lathardus Goggins, Jerome Kaplan, Don Sabatino, and Robert Weyrick.

Provost Baker informed those in attendance that he will continue serving as Interim Provost until a permanent one is in place. He thanked AAUP and the BOT for approving the collective bargaining agreement. Discussed the metrics that were involved in the presentation to the OBR, that the need to increase by 31% the number of degrees awarded statewide by 2012-2013 (for UA – that would be 7,000 degrees). Chancellor Fingerhut has yet to inform the University if goals are being met – suspect that one more year of tracking will be asked. Handouts that senators were given drew questions and comments. One comment – the number of evening courses offerings had declined and that might be an area that the university addresses; academic space issues; emphasis on STEM – will it impact the other Non-STEM studies with less revenue support if the percentage of support for STEM programs is mandated. Concern about radical distribution of resources. Question raised as to what if goals as set forth by the OBR are not met by the university. OBR has not provided a response to that question as well.

Approval of Senate meeting minutes from November and December, motion made, seconded and passed (out of order due to lack of quorum until this time).

Executive Committee reported that they did not get a chance to meet with the Provost nor the President.

Interaction of Graduate Council with Faculty Senate was discussed. Communication between the two groups is not good; representation is shaky at best. Exe. Committee of the FS will appoint 2 senators – anyone interested is to contact members of the Exe. Comm. Must have Graduate Faculty II Status.

Report from Athletics Committee: All Dean's List students from Fall 2009 were honored at the basketball game on February 3, 2010 at halftime.

Professor Fenwick, representative of the Ohio Faculty Senate reported that the next meeting in Columbus of this group is 2/13/10. Much of the agenda for this meeting will be on the changes in STRS, increase in contributions and other suggested changes.

University Council – still discussing issues – oversight and concern with VP Committees. Concern with language differing from original proposal to how it is now being interpreted.

Curriculum System Change: FS is going to recommend that one college “pilot” the new system; concern is that the testing will occur in the summer when faculty, who for the most part will be utilizing the new system are not on campus.

Student Judicial: Report of 2nd version that still has not gone to BOT; proposed changes were brought to the Office of Gen. Counsel; still has to be reviewed by the Ad hoc Committee Shooting for March as completion date.

College of Education: COE dean has given all faculties in COE new policy with regards to data base management which will place undo financial burden on students. Concern that it was not done in consultation with faculty which seems to infringe on faculty academic freedoms. Chair Sterns asked Academic Policies Committee to review; motion was made, seconded and passed for this policy to be reviewed.

Good of the Order: Chair Sterns shared the work that the College of Nursing and College of Fine Arts have done over the last 6 months in regards to reorganization in the Health

Sciences area. The thought, processes and issues which is also what the university is currently facing with its long term plan. CON and CFA needs to share those experiences.

Meeting adjourned: 4:50PM

Group Insurance and Benefits Committee: Laura Spray (reporting) and Mary Dingler: No discussion.

OSCHE (Ohio Staff Council on Higher Education): Mike Kimble (chair) and Lissia Gerber (vice-chair), Mary Tabatcher and Bob Stachowiak (alternates): Mike Kimble attended the OSCHE Meeting on 1/29/2010. Following are topics of discussion:

Eric Fingerhut spoke about the current condition of higher education funding in Ohio and about University Systems. Below are bulleted statements he made in regards to:

Higher Education Funding

- Ohio is in better condition than a lot of other states, although we find ourselves in a situation where incoming money from income and sales taxes is not meeting the demands placed on Universities.
- Sales and Income Tax are the main financial resources for higher education. There has been a 9% overall drop and this year's numbers are expected to be worse. Fingerhut gave an example of automobile sales dropping 75% in Ohio, 5% of those sales would have gone to higher education.
- Enrollment is up (just about) everywhere in Ohio, but the money brought up in enrollment is not enough.
- Fingerhut explained the vital role that the Federal Stimulus Package played in stabilizing higher education through this current biennium. Ohio received \$2 billion from the stimulus.

University Systems

- There are currently 500,000 students enrolled in a higher education institution in Ohio.
- All Universities will be on semesters by 2012 (projected) to allow students to transfer credits more easily.
- Transfer Articulation Guides will be made public soon, to show what classes are accepted at every University in Ohio. i.e. a student could do the bulk of their coursework at a local community college and transfer credits to a University to finish out their last year. A big reason this is being pushed is to combat the spike in popularity in online Universities. Goals is to become more accessible to students everywhere.

OPERS

- OPERS Reps then presented. They expressed serious concern for the recent economic downturn and explained PENDING changes that COULD be implemented. Another reason influencing these proposed changes in the life expectancy of retirees is increasing.
- OPERS then gave a presentation on the pending changes. A Powerpoint presentation will be distributed to all SEAC members.

SERS

The lone SERS representative presented briefly. The presentation was a standard review of the SERS Member Retirement Booklet. When questioned about whether the economic downturn was an issue that SERS was concerned with (much like OPERS) the Representative simply said that SERS was in fine condition and that she was not aware of any pending changes.

SEAC will investigate bringing SERS people in to talk to staff.

Performance Evaluation Committee - Jim Shuster (reporting), Mary Dingler and Gary Beckman:
No discussion.

Social Committee: Bob Stachowiak (chair and reporting), Mary Dingler, Gary Beckman, Jean Andrick and Pam Woodall Caine: No discussion.

Treasurer - Lindsie Webb (reporting): No discussion.

University Council Exploratory Committee – Bob Stachowiak (reporting): No discussion.

University Safety & Security Committee – Bob Stachowiak (reporting): No discussion.

Web: Jim Shuster (reporting) Laura Spray and Bob Stachowiak: Jean and Mary gave Jim some marked ups for changes. Jim will start migrating to new format and we'll work with it for a time until the new site is up and running and contains relevant info.

New Business: Employee leave for pregnancy and death in family. Faculty contract specifies they have this and don't have to use their sick time. Faculty generates the same sick leave as staff. Contract has been ratified and signed by BOT.

We need to do a survey to determine if UA campus has issues regarding staff promotability. Various surveys have been found and others we have done in the past. Our last survey was in 2005. Everyone should feed potential questions to Mary and she will have her statistics faculty review the questions for good research practices. Vote on whether we should have a new survey? Move to initiate and complete a survey before the end of March to take to President in April? Vote = unanimous. Mary will collect potential questions and ask stats personnel to review.

We should review CPAC rules and faculty contract to determine where staff is deficient.

Old Business:

Meeting adjourned at 2:05 PM.

Next meeting is on March 18th at 12:30 PM. See schedule below:

Date	Start	End	Room	Status
10/15/2009 Thu	12:15 PM	2:00 PM	SU Room 323	Confirmed
11/19/2009 Thu	12:15 PM	2:00 PM	CAS 116	Confirmed (By-laws to meet at 11:00)
12/17/2009 Thu	11:00 PM	2:00 PM	CAS 116	Confirmed (By-laws to meet at 11:00)
1/21/2010 Thu	12:15 PM	2:00 PM	CAS 116	Confirmed
2/18/2010 Thu	12:15 PM	2:00 PM	SU Room 323	Confirmed
3/18/2010 Thu	12:15 PM	2:00 PM	SU Room 323	Confirmed
4/15/2010 Thu	12:15 PM	2:00 PM	Wayne College	Confirmed
5/20/2010 Thu	12:15 PM	2:00 PM	SU Room 323	Confirmed
6/17/2010 Thu	12:15 PM	2:00 PM	SU Room 323	Confirmed
7/15/2010 Thu	12:15 PM	2:00 PM	SU Room 323	Confirmed

