Minutes of Monthly Meeting
President Huddleston / DSC Staff Association Presidency
September 21, 2004
2:00 pm

Present: President Huddleston, Laurie Sullivan, President, and Susan Garner, President-elect.

Items of Discussion:

<u>Old Business Updates</u>:

Salary Equity: Pam Montrallo will present the yearly statistical report on salary comparisons/compensations at the September General Staff Meeting slated at her request for September 29.

President responded favorably to our concerns with equity. He stated he wished we could do more with the funding we have towards equity and that this is a high priority with him for the coming year, especially with exempt employees.

Reclassification: This meeting will be held on Sept. 23 to accommodate Pam's schedule. In attendance will be the staff salary committee, Laurie, and Susan.

President responded favorably to our getting this done.

Professional Development: The staff is gathering ideas for professional development programs that will involve participation by all staff. Some areas being pursued are the Franklin-Covey programs and leadership programs.

President stated there would possibly be budget funds for these programs when we find something we feel suitable for our staff development.

New Business

Political Action: We will begin our "get-out-the-vote" campaign next week encouraging staff to make sure they are registered to vote, become acquainted with the candidates (especially governor's race) and their views on higher education. We will be working with UHESA on voting information that becomes available for our staff.

President appreciated our efforts to understand the issues in this election concerning Higher Education

Probation Policy Revision: We have exchanged several e-mails with Pam to get her professional input as to the exact wording of the proposed probation policy addition.

We would like the policy to include the statement that

> 9.4.1 *Should an employee apply for and receive another position on campus without having a break in service and he/she has completed the probationary period, the new probation period for the new position will be six months.*

Basically, what we want stated and implemented is that once an employee has a "proven" record, a change in job position should not mandate another full year probation. A six month probation should be ample time for a supervisor to make this judgement.

President favored this policy addition.

UHESA: Laurie and Susan will be participating in a UHESA teleconference on Sept 22. this conference will discuss the new legislation on exempt and non-exempt status with regard to overtime and will also discuss state voting participation by UHESA members.

Carillon Bells: Laurie asked the president about the status of the clock tower. At our last meting it was discussed that the carillon bells, which the staff would like to help in repairing/obtaining might be included in the new clock tower. The president said there is some delay with the anticipated donor funding of the clock tower, but he will keep us appraised of its progress. Susan indicated she has a donor interested in helping with the costs of the carillon bells, even perhaps donating the entire cost of the bells.

Shrub Plantings: the staff is still working with Ned to get the new plantings in along the concrete wall south of the FCS building, north of the reflection pool. Ned still needs to review the master plan on this proposal to insure compliance.

"Gotcha": Our new morale booster program for the remainder of the semester is being implemented beginning October 1. It works like this: When **any** staff member (dues paying/exempt/classified/administrative/non-dues paying/faculty/whatever) observes any other DSC employee(dues paying/exempt/classified/administrative/non-dues paying/faculty/whatever) going the extra mile s/he will approach that employee with a "Gotcha"and submit that employee's name and good deed and signed by the "catcher" to Laurie. At the middle and end of each month, a name will be drawn from those received and both the "doer" and the "catcher" will receive a Papa Murphy's pizza donated by Nelda and Steve Kissinger (owners of Papa Murphy's). We appreciate the generosity of the Kissingers in this recognition program of our valued DSC staff.

President stated he appreciates the work our association is doing.