

Staff Senate Meeting Minutes December 9, 2014

Present: Peggy Delaney, Francis Holmes, Joyce O'Neill, Faye Wilson, Fred Sullivan, Casey Vanatta, Theresa O'Leary

Absent: Anna Werkmeister, Mary Durkin

Fred's announcements:

- 11/14/2014 Staff Senate meeting minutes are available on the website
- we will be wrapping Christmas presents for Circle K-check Doodle for the date & time
- a strategic planning follow-up meeting will be scheduled for 12/18 with the Chancellor
- Senate members need to get pictures taken by Amanda Badovinac
- Fred is developing a Kudos nomination form and hopes it will be ready by January, 2015

Peggy reported on her research into the Staff Senate info – other schools combine their faculty and staff pages. We need to add a strategic plan of action after the By Laws with purpose and vision statements. A suggestion was made to use the purpose statement from the Gilmore document.

Group discussion - Fred reported the Staff Senate budget is currently \$1100 and he would like to increase it to make welcome packages to new hires possible, which could include pens, coffee mugs and coffee mill coupons. The following additional ideas were offered by the group; add a section on the webpage to feature new employees, groups and issues can be highlighted and develop an electronic newsletter. There was discussion about how to support employees and the four ways to get a pay increase; career ladder, lump sum bonus, strategic pay and reclassification. A suggestion was made to create and post an article on the Staff Senate webpage regarding available additional discriminating staff pay opportunities. These forms are available on the UM website and can be added to our website. The staff CUPA study will be coming out soon and Staff Senate could send out a new Staff Satisfaction Survey and bring the results to the Chancellor. After the By Laws are accepted and approved by the Senate, the senate meetings will be open forum and we will need to plan how to run these meetings.

Meeting was adjourned at 9:05.

Respectfully submitted,
Joyce O'Neill