



**Staff Council Meeting
April 21, 2010**

Present: John Lane, Elliot Ballard, Carmen Allen, Michelle Henninghaus, Teresa Sterling, Debra Shouldice, Paulette Purdy, Ross Heinsohn, Dewayne Loville, Lila Murray, Mary Torres, TC Wilson, Gwendolyn Carter, Minh Lam, Jermaine Roy, Brenetta Brooks and Belinda Hernandez.

- I. The meeting was called to order at 2:09.
- II. The minutes are on the website and were approved.
- III. Carmen gave the financial report regarding the Chili Cook-Off. The money spent has not been posted in the system yet. We took in \$475.75; \$250 of that was what we took in as entry fees; the remainder is what was sold. Estimated expenditures for the cook-off were approximately \$200.
- IV. Old Business
 - A. The Edge Awards had two applications, but one was disqualified because she had already received an award within the last six months. One person had put in two applications; one for a training that was to take place soon and the other for later in the year in hopes that she could get an Edge Award for one of the two trainings. Since she didn't know if the nomination meeting would take place before or after the first training's due date she had included the second training as well. Running testimonials from Edge Awards winners in the Skyline was suggested.
 - B. It was suggested that our Childcare/Dependent Care Ad Hoc Committee meet with UH to gather more info regarding bringing a child care program to UH-D. We will also be coordinating with USSEC since Clear Lake and Victoria are interested in developing a child care unit. One of the problems unique to UH-D that we face is the fact that we are in a flood zone and a child care unit is supposed to be on the ground floor. So we may have to work out a subsidy program with an existing day care. UH has also given us access to their survey to help us develop our own survey. We are attempting to coordinate with staff, faculty and student groups to develop a survey for UH-D. We know that we need day care, but what we need is hard data showing how much it is needed, who needs it and how much are they willing

to pay in order to get it? It would probably be best to wait until the Fall semester in order to have the survey so that we can get a better representation of the student body.

Another concern is that just today on the news there was an announcement that the federal government would be raising day care requirements, which in turn will cause the cost of these programs to go up. As Sherri Howard (a representative of the UH child care unit) explained at the January meeting of USSEC; day care programs usually do well to break even. It's an expensive program. It's all about money and defining a need; from there we'll propose a budget. Staff, faculty and students all want the program; so if we can produce a budget where we are able to break even, or at least not lose our shirts, UH-D will consider it. It's the kind of program that would attract students, quality staff/faculty and help to retain the ones we have. As we progress to providing more support systems for non-traditional students, extended hours, etc. the need will only become greater. Now, will we have enough room for everybody? No, UH can't even do that. They have a waiting list, of about 70 names at any given time. The policy there is first choice to students. In addition, students, faculty and staff each pay a different percentage of the fees associated with the facility.

- C. The Staff Awards budget has been approved. Volunteers are needed. The Awards Committee needs at least one more person, they are the ones that will go through the catalog and select what awards to give for the service year, etc. awards, they will place the order, approve the artwork and pick up the awards. Michelle will be checking with Mr. TeDuits to see if the deadlines can be extended for nominations. In addition, volunteers will be needed on the day before as well as event day for decorating.
- D. One suggestion regarding the scholarship fund was to set it up as a book fund for staff members that are going to school. It was suggested that we might want to limit the fund for staff members only and not for the children of staff members due to difficulties involved in wording. How would we set up the criteria regarding beneficiaries of the fund, for example? It would be much less problematic to word the criteria for staff members only.

V. New Business

- A. It has been suggested that Staff Council have a fall function during the Fall Family Festival. Some of the possible ideas include arranging to sell beer, perhaps serving fajitas, cookies or some other easily prepared or pre-packaged food items. It wouldn't be us selling the beer directly; it would be another contract thing similar to what was done at the chili cook-off. We would want to find out what the other organizations are doing so that we

- don't duplicate efforts or step on anyone's toes. This would be a Saturday event and it's been getting bigger every year. We would need to set up shifts to man the table and we would need to work out what we will be offering, etc. There might be some way that we could compliment what Aramark or the other organizations are doing. Perhaps working in partnership where we provide labor for some of the other tables.
- B. The proposed amendment to bylaws regarding term limit change was temporarily tabled. The Membership and Elections committee is working on the wording for amendment to the bylaws.
 - C. Dr. Woods is retiring and they are currently doing a vice president and provost search. We wanted to get her a gift for this. We would like to give her something special at the Staff Awards event. Carmen pointed out that the gift would probably come out of our general operating budget which is \$1,159.15. John pointed out that we can't give her ALL of that. He asked what her hobbies are? Carmen stated her hobby is work! Ideas for a Retiree Gift for Dr. Woods included a plaque, a gift card, a photo collage, or a scrapbook, perhaps an e-book version. Kevin and Lila volunteered to help with that.
 - D. Mr. TeDuits needs volunteers for the Title IX & Sexual Harassment Grievance Committee. These volunteers will be the committee that hears grievances. The volunteers are Kevin (Dorsey?), TC Wilson, Paulette Purdy, Belinda Hernandez, and Lila Murray.

VI. Issues/Concerns

- A. Our turn out for this meeting was better than the last time, but we need to keep up the good work and be at every meeting. What can we do to encouraged members to attend the meetings and be more active in Staff Council?
- B. We need suggestions for ways to better utilize the website/Skyline. What can we do to publicize Staff Council? As an organization we are more than just Staff Awards, a Christmas Cookie Social and a Chili Cook-Off. Please send suggestions to John, or any member of the Executive Council.
- C. The Administrative Professionals Day is coming up and Brenetta asked if we could give her some kind of flyer/promo regarding Staff Council and the Edge Awards. Belinda volunteered to take care of that. She will print out a little handout with general information on Staff Council on one side and information regarding the Edge Awards on the other side and get them to Brenetta.

D. John asked for feedback from Staff Council regarding the name change Q & A that everyone had recently attended. It's not a very popular decision, but it will happen so we need to make the best of it. What is the consensus, how many feel that the names presented are good choices? Three-four hands were raised. Of the rest of you, how many would like a different selection of names? Ross asked about the cost involved in doing yet another cycle of name selection of new names, given the financial crisis. John agreed that it is an excellent point adding that if we did do another trial it would be attempt #4.

Brenetta pointed out that our name is our identity, and she felt that neither name reflected who we are. She was expecting, and wanted a name that was professional and unique. Something that we could say with pride "I work at [insert new name]." As she pointed out, the students were very vocal about not liking either name as well. John added that several of the faculty; especially Dr. Uzman and Dr. Sitka were also very concerned about the name choices. One concern is that it seemed like the name "City University" was a very BIG name and raised images of CUNY (City University-New York).

After much discussion the final consensus of most of Staff Council seems to be that we would like for the administration to decide what they are going to do, make the announcement and let us move on so we can get our jobs done. No matter what the decision is there are going to be someone unhappy with the decision. Once they choose a new name, then we can find a way to make sure people know who we are. Yes, there is the possibility that we may lose some students, we know that. From what we understand they are willing to take that risk, whatever risk it takes. We should just roll with the punches; do our job until we retire.

VII. The meeting was adjourned at 3:11 pm.