

Ruth

CLEMSON UNIVERSITY
COMMISSION ON CLASSIFIED STAFF AFFAIRS

Executive Committee Minutes
March 5, 1990

Present: Judi Nicks, chair, Verna Howell, Bonnie Stevens for Welfare, Ann Duncan, and Ruth Taylor.

The meeting was called to order at 10:30 am. Judi said that Pat Padgett had a problem with the Monday morning meeting time. The remainder of the meetings for this year will be at 3:00 pm the Monday of the week before the monthly Commission meeting. (April 2 and 30, June 4).

Possibly as a result of the Commission's inquiry about whether or not the staff will be involved in the self-study, the Self Study Committee is doing a survey of the staff. Dana Irvine in Institutional Research asked Judi to review it (with only 2 days for input). Judi stated she requested that several questions be added about the Staff Commission and passed a copy around. Ruth suggested that the form should ask for length of service. (Followup: the survey is already at the printers.)

Debo Padgett (off campus representative from Richland County) talked to Judi about ways to include herself and other off campus representatives in committee meetings. Some ways may include Email and teleconferences. Each committee will determine what means they can use to keep these members involved and active.

Judi stated that she will be talking with Tannie Teal in Personnel about writing the job description so that a temporary employee can be hired to be secretary.

Judi will ask Gary Pringle to speak at the March meeting about the new emergency phones and also other security issues, lighting and shrub trimming. (Followup: Gary is in a meeting that day and will send Randall Davis and Zelda Rankin to talk about the phones and Andy Anderson to address the other issues).

The Greenville News (Feb 20) reported that the budget bill in the House Ways and Means Committee currently implements the Blue Ribbon compensation package. The percents are 2% cost of living, 2% merit, and 0.25% bonus. While the percents are low, at least merit is making an appearance. Also John Newton sent the Commission a copy of the proposed merit distribution at the proposed %. (see attached.) The budget bill also proposed funding higher education at 86.8% of formula. This probably will mean belt-tightening for 1990-91. We may want to think more closely about resolutions that call for expenditure of funds in light of this situation. Judi reported that the SC legislative issues included the Commissions resolutions 4 and 7 (on compensation and Hugo). Leah Garrett's comment on the compensation resolution was that other institutions may not support the package due to lack of interest. Judi's feeling is that there is no perceived interest because there is no voice for the staff.

Linda Rice in Risk Management and Safety sent a copy of a report on the water cooling testing.

Policy committee reported that tuition benefits have been discussed, but that no resolutions are forth coming. Clemson's benefits already exceed other SC schools. Parking is also under discussion and Bill Pace will be invited to their next committee meeting. An appeal board for employee parking violations will be discussed.

Welfare committee presented a resolution for consideration, Professional Development Funds for Classified Staff. There was a question about documentation for point #2, whether professional development enhances job productivity, etc. Is there any study to support this? It was discussed whether the Commission needs to do any followup on the Employee Assistance program, statement of support, request for funding, etc. Some concern was expressed about whether individual departments would cease their individual efforts if it could all be unloaded onto Personnel and whether Personnel could handle a larger volume generated by publicity without more staff. Welfare will continue to look into this.

Communications said the brochure for contacting legislators was ready for the printers. (6000 and 3000 inserts) Also the 2 remaining brochures on the Commission and hazardous weather will be done before June 30. Judi is editing them now. The election of new members (term A) is underway. The vice presidents have been contacted and names for nominees should start coming in.

Judi stated that we need to think about nomination of officers which will take place at the May meeting.

Quarterly committee reports or detailed minutes are due for this quarter.