

**2008 OSCHE Summer Conference
June 19 & 20, 2008
Lorain County Community College
Spitzler Conference Center**

Day 1 – Thursday, June 19, 2008

Welcome – Tim Howard welcomed all to the 2008 OSCHE Summer Conference at Lorain County Community College and turned over the meeting to Ken Collins, council president from LCCC, who played a recorded welcome from LCCC’s President, Dr. Roy Church.

Attending: Celeste Baker, Carol Bradjast, Jan Brydeen, George Cheripko, Ken Collins, Linda Cvetan, Maria Dandar, Saundra Daniels, Jeff Fulk, Liz Garcia, Mandy Gollhofer, Connie Hitchens, Maneera Hitchens, Gail Houlette, Tim Howard, Misty Hutchison, Karen Jacobs, Sun Jamerson, Tammy Jordan, Fran Keeley, Teresa Lister, Andrea Lyndes, Brenda Marcks, Gina Maxwell, Tracey Maxwell, Cheryl Miltner, Shavonne Morain, Kirk Nagley, Clayton Nelson, Brad Nicodemus, Gloria Pizana, Miguel Rivera, Terry Robinson, Miriam Silva, Lorrie Sawaie, Jim Shaw, Tami Smith, Bob Stachowiak, Chris Steineman, Joanna Stoltzfus, Mike Sullivan, Marlene Swartz, Cheri Tarantelli, Susan Thomas, Tamara Wright, Elizabeth Yount.

Treasurers Report: Tami Smith said OSCHE membership applications and invoices were completed and most colleges and universities had paid their dues for 2007-08 AY. On July 1, 2008-09 fees will be due in the amount of \$250.00 to be paid by Dec. 31, 2008 if possible. It was also suggested that a paper version of the OSCHE budget and expenses be presented at quarterly meetings in the future and Tami Smith agreed that would be possible. Our current bank account total is \$2,447.91 and will be used for further expansion of our new OSCHE website.

“Forming Best Impressions” presented by Diane Camera, Laura Ramella & Michelle Cox:

Diane led the presentation by stating, “We are all equal, we all get 24 hours in a day.” She gave examples of good leadership skills such as accomplishing goals, advancing the common good, good public images, public should be better off than before their leadership, and the most important thing in life and workplaces is a good partnership. Diane advised we all read “Richest Man in Babylon”. She referred to a saying by Levi Strauss that said we should “all counsel with wise men and seek the advice of men who daily handle money”. You should always dress professionally and tell “them” what you want and expect. Diane also wanted us to think about how a storm (obstacles) in your life could strengthen you because the storm loosens the roots so they can grow back deeper and stronger.

New Web Page Update: Brad Nicodemus reports that the new link for OSCHE’s website will be www.ohiostaffcouncil.org/ Brad has also requested that all university reps should submit content on their schools, logos, and President's bio and picture, as well as web links to staff councils to him at nicodemus.12@osu.edu for inclusion on the new web page. Bob Kreienkamp, the original founder of SECO/OSCHE, has created a history page and pictures to compliment this history for the new website. An interactive calendar will be included with username and passwords for all university reps to post OSCHE and their own university items of interest on when it is completed.

Leadership Training presented by Annette McIver & Candy Townsend – LCCC SkillsMAX

Center: Annette & Candy used “The Pace Palette” A Get to Know Your Color Test which separates personalities into four categories; Red – Adventure, Green – Curiosity, Yellow – Responsibility, and Blue – Harmony. How you react to life’s situation is defined for you based on your “true colors”. We then proceeded to work together in team colors as well as mixed team colors.

Officers Business Meeting: Tim Howard called the meeting to order at 2:12 p.m. Attending: George Cheripko, Sandra Daniels, Maria Dandar, Mandy Gollhofer, Tim Howard, Fran Keeley, Andrea Lyndes, Kirk Nagley, Brad Nicodemus, Lorrie Sawaie, Tami Smith, Bob Stachowiak, Chris Steineman, Joanna Stoltzfus, Mike Sullivan, Susan Thomas. A quorum was established. Current Bylaws were read and it was proposed that we replace Article VI with “Committees”, instead of “Standing and Advisory Committees” for simplification. All other articles will be renumbered accordingly. Fran Keeley made the motion to accept the bylaw changes, Mandy Gollhofer seconded and the motion passed.

Elections took place to fill the Vice President and Treasurers seats. Tim Howard nominated Joanne Stoltzfus to continue for 2 years and the nomination was accepted. Lorrie Sawaie seconded and the motion passed. Joanne Stoltzfus nominated Tami Smith to continue for 2 years and Ken Collins seconded, the motion passed.

It was decided previously to create a Past Presidents’ Advisory Council and Tim Howard nominated Mandy Gollhofer as Chairman of this advisory committee. The nomination was accepted by Gollhofer. Lorrie Sawaie seconded and the motion passed. This council will comprise of any and all past presidents to OSCHE and will include Paula Collier, Mandy Gollhofer, Alexis Kline, Bob Kreienkamp, Brenda Marcks, Gloria Pizana, and Ilene Porter to begin with. It was decided this group as a whole will have one vote at the Executive Officers Business meetings and they will act as a mentor and voice of experience to the OSCHE team. Gollhofer made a motion to adjourn, Susan Thomas seconded. Adjourned Officers Business meeting at 2:35 p.m.

Presentation by Bob Kreienkamp – Founding Father of SECO/OSCHE: SECO or State Employees Council of Ohio was formed in the early 1990’s when the Bowling Green State University’s Classified Staff Council started conversing with the Wright State University’s governing staff council about benefit programs for all staff members. Comparisons were made and it was agreed that Bob Kreienkamp would go out and visit with all state-supported universities to explore the possibilities of bringing them all together for a quarterly meeting to be held in these universities to benefit all state staff employees. The first visits took place at WSU, Ohio U., U. of Akron, Miami U., OSU and Columbus State Community College. Bob Kreienkamp was elected Chair of SECO and Angie Brookey or WSU was elected Vice Chair at this time. The mission of this group was to “benefit every classified staff member both personally and in helping them to better meet the needs of the University and its students.” After these visits, it was decided a summer conference was necessary and the first one was held at BGSU in June of 1991, where the administration “wholeheartedly supported the idea and provided money to help with expenses of putting on this conference”. It was decided that each university would send two voting delegates to the meetings/conferences and all would host meetings/conferences in a rotating manner. Bob stated that “to look back and see that this group is now 18 years old and going strong is something I am very proud of.” He also stated it was fitting to hold this conference the week after Father’s Day as he feels like we are all his children born from his idealisms. Others originally involved were Sue Frost, Josie Hall, Teresa Holland, Brenda Marcks & Elsa Walker. Bob added, “There is no greater joy than making a difference in someone’s life. You have the chance to make that difference in your lives, your institutions, your constituents and families.”

Jim Shaw then presented Bob with a gift from Sinclair Community College. Tim Howard presented Bob with a plaque and a gift from OSCHE as well as recognizing and presenting a plaque and gift to Elsa Walker, onboard for the founding of OSCHE also.

Adjourned at 4:00 p.m.

Day 2 – Friday, June 20, 2008

Leadership Training presented by Rodger Campbell – “Can A Bruised Apple Be Saved?”:

Rodger Campbell, previously employed at LCCC for 8 yrs, lead a leadership presentation titled “Can a Bruised Apple be Saved?”. He stated that leadership involves “moving someone or something to a goal or purpose” and “leadership is difficult and rewarding.” “Leadership involves energy and movement, taking risk, modeling the way and charisma.” He also stated, as a leader we are responsible for sharing our successes and failures. We are in control of our own actions, emotions, responses and must make changes needed to move forward. BAD = Success; B – Belief, A – Action & D – Determination.

College Reports:

Wright State University – Fran Keeley reported that a new president, Dr. Hopkins, is onboard. A staff survey went out to all staff and an executive summary is forthcoming. A staff liaison is in the works for all staff concerns. It is expected in the near future that short-term disability insurance will be available as well as a new research center, Joshi Research Center, which will handle “advanced data management and analysis”. The new chair will be Joanie Hendricks for the AY 2008-09.

Ohio University – Tammy Jordan reported they expect a 3% pay raise and are looking into a four day work week. Classified Senate created a T-shirt that says “Your Voice, Your Vision” that will be sold to all campuses as well as the coverlet and pillow sales that continue. They have also incorporated a professional development day for all staff wishing to be involved. Tammy also shared a Shared Governance Quick Reference Card that is available to all staff members and lays out the OU Core Values and Guiding Principles as well as their responsibilities to their constituents. She also stated that staff is now “serving on university-wide Standing Committees and ad hoc committees that make recommendations to top administration such as: Budget Planning Council, Health Benefits, 5 Year Academic Action Plan, Steering-Vision Ohio & Committee on Committees”.

Columbus State Community College: Teresa Lister reported their health care premiums will increase by 6% this year. A health savings account was put into place and monies do roll over from year to year. A vision plan will be incorporated starting July 1, 2008. Cookbook sales were lucrative for the Staff Advisory Council and a 3.75% salary increase is expected and no lay offs are in the works. A four day work week has been incorporated into a few offices but is not campus wide by any means.

Sinclair Community College: Kirk Nagley reported there were job losses due to reorganization and retirement but no layoffs. There will be a 2 – 7% salary increase based on boss preferences and a 4.4% incentive bonus award if deserved. There is talk of changing quarters to semesters to better fit into the new system brought forth by Chancellor Fingerhut.

Lorain County Community College: Ken Collins reported the new library will be unveiled on October 18, 2008 and the PE building is being renovated. A spring break staff event took place lasting for 3 days with a theme. A cake walk was done also to raise funds for their council. Ten people enter at \$2 a piece and each cake grosses \$20. If 40 cakes are donated, \$800 is raised easily. This will be renamed the Elsa Walker Cake Walk in the future to recognize her help in founding OSCHE. They have begun a “Sunshine Award” where an envelope is passed around to raise funds for a staff member who has a death in the family to help out with short term expenses.

Bowling Green State University: Lorrie Sawaie reported that since classified modernization has passed, BGSU has drafted a catastrophic leave bank and all forms were handed out. There has also been a political activity guideline issued which was shared with all. President Ribeau is leaving BGSU and Dr. Carol Cartwright, formerly of Kent State, will be interim President. Part-Time Health care is

still on the table and a vision plan will be looked into in the near future. A memorial service was held for Pam Konopinski, former OSCHE member, on April 24th and was well attended by staff, administrators and her family. BGSU will pass a 1.5% salary increase and reports no layoffs although reorganization has also put some into retirement. BGSU is looking forward to its 100th anniversary in 2010 and the Relay for Life team got the gold award by collecting \$5,886 for the American Cancer Society.

The Ohio State University: Brad Nicodemus reported OSU has their 14th president, Dr. E. Gordon Gee, who also happened to be their 11th. The council has been meeting monthly with the president for a breakfast and to keep the lines of communication open. Currently the dependent tuition waiver is 50%, but they would like to see it changed to 75% if both parents work on campus. As well as it takes 3 years before this waiver is granted to staff and dependents, but faculty get the fee waiver right away. They are trying to bring this forward for equality to all. OSU will also begin a health wellness event this year to raise awareness and keep health care down. They have brought forward a branding and marketing initiative called “Who is Keith?” which is designed to describe the average OSU employee and how to better encompass and engage the average staffer. A four day work week is in place in some offices but is decided on a unit by unit request. Many also use a flex-time policy based on needs. All raises are merit based and there is no across the board raises. Managers have discretion to increase salaries based on yearly employee performance evaluations. A “2008 Staff Compensation and Benefits Report” was presented to the President of OSU covering such concerns as leave programs, health care, career advancement and workplace safety and compensation packages.

University of Akron: Bob Stachowiak reported they are working on bylaws for SEAC. Health premiums are expected to rise with no layoffs but also no new hires this year. SEAC is currently looking to add “me too” perks that other universities have. The Medina Branch Campus is open now and renovations have been done to Quaker Square to include a hotel complex on the first four floors with dorms on the top floors at main campus. SEAC’s 12 members answer directly to the president of the university and they have been added to the University Safety and Security Committee. An ice cream social will be held this fall for all faculty, staff and administrators. They are expecting a 3-3.5% salary increase.

Reminder: Please send all President Bios with photos and school logo to Brad Nicodemus for the new website as soon as possible, as well as council website links. If you have photos you would like to share from the summer conference, please send them to Brad Nicodemus as well.

Motion was made by Lorrie Sawaie to adjourn, seconded by Tim Howard, motion passed.

Meeting adjourned at 2:35 p.m.

Next OSCHE meeting will be an OSCHE EXEC meeting at Lorain County Community College on August 1st, 2008.