

2010 OSCHE 20th Annual Summer Conference
June 17 & 18, 2010
Bowling Green State University
Bowen-Thompson Student Union

Day 1 – Thursday, June 17, 2010

Welcome – Rebecca Ferguson, Human Resources welcomed OSCHE to Bowling Green. She then turned the meeting over to Ken Collins, OSCHE President from LCCC. Ken opened meeting with a few introductions and called meeting to order.

Attending:

Bowling Green: Lorrie Sawaie, Maria Dandar, Gloria Pizana, Karen Weber, Dee Dee Wentland, Bob Kreienkamp, Larry Weiss, Terry Carver, Peg Jarrett, Faith Olson. Columbus State: Gordon Henderson, Mandy Gollhofer. LCCC Ken Collins, Saundra Daniels Tim Howard, Sheryl Mariner, Miguel Rivera. Miami U: Ladonna Hoskins, Debbie Smith. Ohio U: Tammy Jordan, Joanna Stoltzfus, Jeff Fulk, Marlene Swartz, Judy Martin. Sinclair: Judy Dils, Chris Steineman, Brenda Marcks, Jim Shaw, Victoria Burchfield, Cathy Rohde, Annette Koronowski. Toledo: Deborah Krohn, Joely Giammarco, Cathy Zimmer. Wright State: Joanie Hendricks, Tami Smith, Rebecca Traxler, Curt Pederson, Lena Friend. The Ohio State: Bill Koshar, Jodie Joerge-Andreoli. Also attending was guest speaker Rodger Campbell

Treasurers Report: Tami Smith said that she had not been sent copy of current report in time for meeting. However, most colleges had paid their fees for 2010/2011 and the current balance is \$ Tim Howard made motion to approve, Lorrie Sawaie seconded. Motion passed.

Bylaws: Mandy Gollhofer made motion to change bylaws (Article III, Membership) to reflect that OSCHE doesn't require active membership on staff council's senate at member institution in order to be involved with OSCHE. The member institution shall make decision if voting member must be on senate or not. Mandy made a motion to accept changes. Bill Koshar seconded. Motion passed. A motion was also made to remove section IV Officers, section 1. b, stating that Officers must be a voting representative. Tim Howard made a motion to approve, and Bill Koshar seconded. Motion passed.

Web Update: Debbie Smith said that meeting minutes up to 2009 are now posted on the web, along with some pictures. They are looking at adding a discussion board that member institutions can log into and post comments. Still looking into how this would work. www.ohiostaffcouncil.org/

Elections: Tim Howard and Mandy Gollhofer, Past Presidents Council, gave information about coming election. Positions open for re-election are Vice President and Treasurer. Procedure for voting was explained: Past Presidents would count the ballots and in event of a tie, they would cast the tiebreaking vote.

Term 2010-2012 Candidates: *Vice President:* Tami Smith and Marlene Swartz
Treasurer: Jodie Joerge-Andreoli

Candidates were given the opportunity to present their qualifications for the position they were running for.

Guest Speaker Larry Weiss - OSCHE Founding & BGSU 100th Anniversary: Larry traced the founding of OSCHE (SECO) in 1990. During a regular senate meeting on benefits they began a

discussion on collaboration. An Ad-hoc committee was formed to discuss issues with other institutions. Institutions visited included Wright State, OU, Akron, Miami and Columbus State to determine interest.

Larry continued by telling us about the founding of BGSU. Rep. Lowery proposed a school in Napoleon Co. so a normal school system could be added to the northern part of state. Commission of 5 people selected from proposed sites based on: Population, railroad, moral atmosphere, health and suitability. Bowling Green was chosen and in 1929 became a State College. BGSU is celebrating their 100th Anniversary with the theme “A Legacy of Excellence – A Future Without Limits.” BGSU is sponsoring a Centennial Service Challenge of 1 Million hours of community service. See web for more details. www.bgsu.edu/offices/service-learning/page76045.html

Officers Business Meeting: Tim Howard called the meeting to order. **Attending:** Sandra Daniels, Maria Dandar, Mandy Gollhofer, Tim Howard, Ken Collins, Fran Keeley, Lorrie Sawaie, Tami Smith, Joanna Stoltzfus, Tammy Jordan, Marlene Swartz, Jodie Joerge-Andreoli **I didn't realize attendance was taken at business meetings. Anyone know remember who all was there?**

Elections took place to fill the Vice President and Treasurers positions. Ballots were distributed and votes were taken. Past Presidents Committee adjourned to count votes. Jodie Joerge-Andreoli was uncontested for Treasurer. Tami Smith was elected Vice President. Announcements were made at dinner, which was held at the Sebo Center, Tailgate Party Theme.

Meeting locations for 2010/2011 were discussed.

Fall – Wright State

Winter – Miami University

Spring – OSU

Summer – Columbus State Community College

Meeting adjourned.

Day 2 – Friday, June 18, 2010

Bob Kreienkamp, Founder: Bob recounted founding of OSCHE, originally called SECO, 20 years ago. SECO started at BGSU with \$300 dollars. Attendees for the first summer conference stayed in dorms for \$11. “Anyone who has kids or grandkids knows how I feel about this group.” Memories from OSCHE include Josie Hall – member of the early group. In 2008 when OSCHE EXEC team re-established contact with Bob he was told “I would have invited you sooner but I thought you were dead.” “There is no greater reward then to make a difference in someone’s life.” Bob shared how proud he is of the steps that OSCHE has taken.

“In Your Dreams...the Power to Achieve” presented by Rodger Campbell – It’s okay to dream. A dream is a CPE, (Common Positive Experience.) Rodger talked about how we all dream, but try to make our dreams look acceptable so we don’t look crazy. Dreams give hope and are impactful. Dreams are vital to existence, they help us to discover and develop. Do you have a dream? Challenge yourself to grow, even though it hurts. There is a cost and risk to everything we do. Asses the cost and accept it. Adversity creates opportunity and struggle builds strength. Dream It – Plan It – Build It – Review It – Celebrate It. For an exercise, Rodger broke us into teams and had us write down goals, ideas and dreams for OSCHE to build on for the future. Out of that came the following ideas:

- Brochures and Marketing. Develop marketing team.

- Template for reporting out sessions.
- Spreadsheets/database of issues in orderly format for reference.
- OPERS and SERS board positions for OSCHE members.
- State-wide staff council conference with OSCHE as host and Chancellor Fingerhut as guest speaker.
- Make OSCHE line item on state budget so we can have part time employee to keep OSCHE on task.

Additional Business:

Approval of minutes: Several errors in spelling and grammar were noted. Lorrie made motion/offered to fix minutes and resubmit with electronic vote. Tammy Jordan seconded. Motion passed.

Ken Collins requested that anyone with pictures from conferences submit them to be added to the web site.

Hot Topics:

1. OPERS Reps: Ken reported out that Bob Kreienkamp is going to run for an OPERS Rep for the retirees and Tim has considered running as the other representative. (Remember Bob suggested that an OSCHE Rep should also be consider)

2. Professional Technical Staff: Tim reported out that at the LCCC Campus, some Professional Technical Staff Members were told that they were considered to be on call 24-7. His question to the group was if their school also had these same criteria. Mandy from Columbus State Community stated that the law for salary workers could fall between 40-50 hours out of the week, while still being paid for only the 40 hours. Flextime is used at their school. From this question that Tim asked, Lorrie then included that at Bowling Green, faculty is looking into going union and she feared they would also have to follow in line with faculty to keep an edge. However, Tami Smith reported to Lorrie stating that having the union could sometimes be an advantage to them when faculty has it, as deals that are made for faculty, can be used to the staff's advantage. "Unions provide open doorways for both faculty and staff, as the proposals work for both," is what Tami reported out.

3. OPERS: As Mandy had indicated that their school did not fall under PERS, Kenneth reported that Columbus State Community and Akron are both SERS and not PERS. He asked Mandy to look into their voting criteria and to see if they can also run as representatives under SERS.

4. Health Care Changes: Sinclair Community wanted to know if any of the schools have talked about the new Health Care Laws and what their institutions were doing. Wright State stated that they have talked with their HR Department, but was told that it will not be until January 2011 that a determination will be made or until anything will be known.

College Reports:

Ohio University – Marlene Swart reported on the development of the CDP (Classified Development Program) which is a structured professional development certificate program for classified staff. Classes are in cohorts of 20. See web for more info: www.ohio.edu/hr/skill/CDP.cfm OU also started the Managerial Essentials program which examines leadership from an operational perspective and enhances management skills. For more information see OUs web page: www.ohio.edu/hr/skill/LDP.cfm This program is paid for by the department, and trainees are selected

from a nomination pool. Layoffs: 13 that can bump, 4 lost their jobs (2 part time, 1 refused position offered and 1 choose layoff). Raises: 1% proposed in order to save Group 3 & 4 faculty, and some course sections. Classified Staff appealed for a 2% raise. 1% was given. Enrollment: Slightly higher. Parking proposal rejected as presented and sent back for evaluation.

Lorain County Community College: Ken Collins reported LCCC has a K2E employee of the month program. They also displayed their heritage throw. Ken was working on getting me a copy of presentation.

Bowling Green State University: Lorrie Sawaie reported some layoffs; Five part-time and 4 full-time staff. The University Employee Separation Plan was a success – The numbers are in for the University Employee Separation Plan and it looks to be a success. 138 were projected to take the separation plan and 149 did. I am sure there are still some concerns about the quantity and quality of work here, replacement of positions and how much it will actually net us in savings, but we are happy with the results and hope they will defer any layoffs in our near future. The Professional Development Committee has begun to post online videos to be viewed at our leisure, the 1st being Neil Browne's – "Surviving and Thriving under Pressure" that was taped and posted on March 31st. It can be found on the CSC webpage, the 1st item under the Resources heading. Please check it out and watch for future videos to post there. Other topics for the future are a video on supervising and one on financial advice. New Wolfe Center, Stroh's Center, 2 new LEED Dorms will be opening in the next year. BG Spirit Award – There is a new process for the BG Spirit Awards in which all nominees are recognized on a monthly basis now and a random drawing will take place at the Award ceremony each year to draw 12 recipients for the 12- \$65.00 awards. We thought that this made this a friendlier process in which all could be recognized and praised for going over and above their job duties on a regular basis. Twelve such awards were presented to 12 winners at this year's award ceremony for the 1st time and it went well. Break in Service Issues – Staff Awards – We are in the process of gathering and sharing information on the refiguring of years of service of classified staff that have had a break in their service. There seemed to be a few problems with calculations at this year's Staff Awards Ceremony and we would like to clear up any discrepancies in the future so this doesn't happen again. We hope to have a resolution on this soon. "Print Responsibly" – any cost savings to the university is of great concern as staff members. Leave Bank Program was a success with 9,476 plus hours with over half being contributed by the classified staff employees on campus. "Helping Hands" – Faith Olson with the help of many others collected groceries and household goods, even pet food, for staff members that were involved in the last layoff and distributed them on a monthly basis since May 2009 with any leftover items being given to local charities. I am happy to say there was little need in the month of November and this program is currently being reevaluated in light of the recent 10 part and full timers laid off to see if there is a need. We have had suggestions to collect funds for gift a card for any families in need for the month of December and that was also a success. Parking Fees - \$120 to be deposited into our checks yearly pre-taxed and taken out incrementally throughout the year to employees purchasing the parking passes, for those not needing one this will be like a permanent raise. Health Care Changes – two plans now in place at BGSU, Plan A is the same as previously held insurance (90/10) but with a higher premium and Plan B is the same contribution but with an 80/20 plan after deductibles. Prescription plan has not changed to date but may in the future. Our Dental plan now covers the charge for white Resin on the posterior teeth at no additional cost. Spending Account minimum is \$350 and max is \$3,000. Vision Plan began on January 1, 2010 in conjunction with Miami University. All insurance forms are online now as PDF's. Severe Weather Policy is being reviewed, personnel needed as well as services needed to be provided. Turn seat over to Faith Olson on July 1 to our "Future without Limits".

The Ohio State University: Jodie Joerge-Andreoli reported on the Campus shooting that took place on May 9th. An employee had failed probation. Came in and shot boss, employee and self. HR evaluated incident to see if they should have done anything differently. They did not find much they would have changed. They are taking due diligence, however, to evaluate policy. A team is reviewing and will make recommendations. Information about how to handle a crisis is being made available. Your Plan for Health is a program that allows staff to manage their own health and make their own decisions. Biometrics test was discontinued. Pay increase of 2%. No layoffs or freezes. No bonuses. CCS modernization in probation period. Reduction in Work Force policy went into effect in January. USAC is celebrating their 25th Anniversary. Staff recognition program called BRAVO (Union recognition program called Dot the Eye) is being dissolved. Departments will now fund their own recognition programs. Medical center already funds own program.

Wright State: Lena Friend reported that in an effort to balance budget, separation incentive was offered. 117 took incentive, saving \$3 million. Departments cut budget, resulting in no loss of jobs. Raises of 2.5% were given. Q2S conversion will be completed fall 2012. Staff development day between classified and unclassified staff. AM & PM sessions with shared lunch. July and December sessions. The next session will be the theme of wellness. Staff liaison position recently created, which offers informal, one-on-one, neutral and confidential advice and career coaching. 75 people have used this service to date. President's Award for Excellence is presented to 1 Classified and 1 unclassified staff person a year. Selection is made from nominations and \$750 award and plaque is given to awardees. WSU has hired NBBJ to create master plan for next 50 years. Plan can be viewed at: www.wright.edu/admin/facilities/masterplan2010/ Community service – council is working on proposal to allow staff one or two paid days to volunteer for community service.

Sinclair Community College: Mandy Gollhofer said that enrollment for fall is up 21.5% at this time. Tuition increased 3.5% in winter 2010. Tuition will increase another 3.5% in fall of 2010. Full time employees received \$1,000 bonus June 2010. Salary increase of 1.5% with a 5.3% incentive bonus in August. Revised employee tuition rate policy: Employees child can still qualify even if they are claimed by another person. 1st year staff experience: extend 90 day mentoring program to full year, include professional development workshops and help new staff develop network for collaboration. Energy Initiatives HB 251 – beginning of FY-10 at 10% of 20% required reduction. Consultant will evaluate what next steps will be to bring to target. Current steps: Re-lamping, evaluate printers/faxes, number of fridges & microwaves (must have energy star), convert more mowers to bio-diesel. AAUP has been trying to recruit faculty to unionize.

Miami University: Debbie Smith reported that Layoffs were at 60 positions with bumping since January '09, with 140 positions abolished at the Oxford campus. Second round retirement incentive at \$10,000. As of Sept. '09 there was a \$5 Million deficit. There has been a decrease in freshman enrollment. Furlough policy has been implemented. Helping Hands program in place for employees affected by layoffs by providing cash donations. No salary increases, however, by being involved in HRs Job Enrichment Incentive Program, staff can still receive up to a 6% raise based on points earned. See www.muohio.edu for more information. Insurance with Humana. Recently employees were given access to the student health center in an effort to reduce insurance costs. Construction continues and has been an issue in light of current budget cuts. Search completed for Dean for regional campus/Assistant Provost dubbed "Super Dean." CPAC involved in many committees. Tuition waiver of 90% available to staff.

Adjourned at 3:40 P.M.