

**The University of Akron
Staff Employee Advisory Committee (SEAC)
Minutes
March 30, 2006**

Members:

Name	Attendance
Gary Beckman	Present
Barbara Caillet	Present
Ginger Golz	Present
Ginger Gray	Resigned
Pam Hoover	Present
Joy LiCause	Present
Marcia Main	Absent with Notice
Lori Morris	Present
Jim Shuster	Present
Peggy Speck	Present
Laura Spray	Absent with Notice
Bob Stachowiak	Present

Minutes of the February 16, 2006 meeting minutes were approved as presented.

Scheduled Reports

Board of Trustees
Faculty Senate (3/9/06)
Well Being
Hurricane Relief Committee-Update (Laura Spray's e-mail 3/7/06)
Notes from our meeting with Dr. Proenza on 2/17/06

Meeting with Dr. Proenza February 17, 2006

Present: L. Proenza, J. LiCause, B. Stachowiak & G. Golz,

- President to check with Sabrina Andrews on status of Staff Survey review.
- Shared Services – President remarked that we are still in conversation with Cleveland State, Ohio University and now Lorain Community College. Kent State has opted out of shared services arrangements.
- Informed Dr. Proenza that by-laws-sub-committee and awards & recognition sub-committee are meeting. Awards committee has requested a meeting with Kathy Watson.
- AAUP-Faculty Union
 - Dr. Proenza describes this as a period of adjustment.
 - Suggested that S.E.A.C. invite Sid Foster and Nancy Stokes to meet with the full committee to overview the contract.
 - Discussed apparent inequities in treatment of staff & faculty:

- Compensation
 - 2.5% retro for 2004 & 2005 with no merit component. (Some staff received less than 2.5%)
 - 2006, 07 & 08 pools are described as combination of across the board and merit. How will staff raise pool be allocated? (Dr. Proenza said it is the intent that the same treatment be afforded to all constituents in the future.)
 - Day Care assistance (AAUP contract provides for reduced rate for on-site day-care on space available basis)
 - Maternity/paternity adoption/foster leave (AAUP contract provides for 20 days leave – not part of sick leave)
 - Asked about recent year-end increases for health care becoming part of base contract rate as new employees coming in will have the same health care expenses, but not benefit from the one-time increases. Dr. Proenza said that wages and classifications are due for review in a few years. Instructed that we ask K. Watson about how this is being handled.
- Well-Being vs. Health Benefits Committee – a new committee will be formed with members from faculty, staff & contract professionals. Committee provided for in AAUP contract but charge and scope of committee to be determined.
- Discussed our promotion of technology but continuing to do business on paper. Dr. P said that VP Case and VP Sage have been working on changes for internal systems.
- Candace Campbell-Jackson's role as "chief of staff" was discussed. Dr. P said that Ms. Campbell-Jackson is chief of staff for the president's office (not for the campus community). In this role she is able to carry on the president's initiatives in his absence.
- S.E.A.C. meeting at Wayne College Farm House 2/26/06 & their concerns.
 - Not seeing the President enough. President said that he stopped all visits to colleges while AAUP contract under negotiation.
 - Pay disparity between Wayne College and Akron campus. President explained that Wayne is a separate financial entity and has own classifications

Unfinished Business

Sub Committee Reports:

- Awards/Recognition Committee met with K. Watson, L. Spray, D. Roper and discussed general ideas with HR. Committee is to submit proposal to Watson before submitting to Dr. Proenza. Suggested working with Stan Silverman for suggestions.
- Improving communications - Bob Stachowiak's-meeting with Bob Kropff was postponed to 4/4/06.

- By Laws – in process.

New Business

- Review C.P.A.C. brochure at <http://www.uakron.edu/cpac/docs/CPACBrochurePDF.pdf>
- Decision Making Task Force-Ad Hoc Committee – J. LiCause met with Kent Marsden and Rudy Fenwick in February. At the March 9, 2006 Faculty Senate (FS) Marsden planed to introduce a proposal for a shared governance structure of a roundtable concept/structure. Will ask FS to endorse another ad hoc committee with representation to come from all constituents. Shared governance structure is needed for next accreditation visit.
- Discussed Ginger Gray's resignation and committee recommends waiting until elections to fill the vacancy.
- S.E.A.C. upcoming nominations and elections. Vacancies: Gray (unexpired term ending 2008), Golz, Main & Morris. In 2005 nominations made from May 16-25 and voting occurred June 6-17. Golz to draft statement about member responsibilities. (Is one representative from Wayne mandatory?)
- Mentioned creating a S.E.A.C. Newsletter to post on our web site & send out on our listserv.
- Possible Brown Bag Lunch to discuss the proposal on a University Senate and other ideas.
- Meeting Friday (3/17/06) with Dr. Proenza – canceled
- Kent Marsden submitted proposal to Dr. Proenza to share FS resources/space with S.E.A.C. and C.P.A.C.

Next meetings (3rd Thursday of every month at noon in CH.

April 20, 2006

May TBD, 2006

June 15, 2006