

**SEAS Employee Council Meeting**  
**May 10, 2005**  
**Rodman Room, Thornton Hall**

Present: Jo Ann Addison, Christopher Ditmar, Natalie Edwards, Marci Foote, Iva Gillet, Ginny Hilton, Kristl Nelson, Vanessa Pace, Brad Sayler, Lewis Steva, Sherri Thompson

Guest Speaker: Bill Thurneck, Associate Dean

- Meeting was called to order by Sherri Thompson at 2:00pm. Introductions of all present were made.
- Sherri turned the time over to Bill Thurneck, Associate Dean of SEAS. Mr. Thurneck spoke with the group about in-band pay adjustments and bonuses. The difficulty in giving merit increases and in-band adjustments is that the money does not come from the State; it comes from within each school, where there are not a lot of resources. Last fall was the last in-band pay adjustment; there are no plans at this point to do another one. Another program the school offers is Rewards and Recognitions; this is not a permanent increase in salary. There is a chairs committee who meets and decides who will receive these bonuses, the total sum of money given to schools was about \$9,630 this year, another \$6,153 was given from overhead funds and another \$9,630 was contributed from individual departments. These recognitions and rewards are supervisor initiated and are based on customer service and outstanding performance.
- The time was opened up to the committee members to ask Mr. Thurneck questions regarding the pay band adjustments and bonuses. It was asked why there is not more information available on salaries from the University as a whole. Mr. Thurneck said he would speak with Dave Ripley and ask if the data could be made available. The next question asked was if a department has money, can they offer an in-band pay adjustment? The answer is no, everyone has to be eligible, not just one department. Many committee members expressed that pay band adjustments are a major concern for everyone, staff members do not feel that salaries are keeping up with the rising cost of other things such as health care, parking, gym passes, etc...
- There was some concern expressed that the parking situation will continue getting worse in terms of cost and availability. As more buildings are constructed, people are losing spots. Mr. Thurneck acknowledged this problem and informed the committee that when a building is built over a former parking lot, they are required to pay \$20,000 per parking spot.
- Several committee members expressed their appreciation for the interest that Interim Dean Aylor is taking in the classified staff, and wanted to know how to best show their support for his in the search for a new Dean. It was decided that

Iva Gillet would draft a letter stating staff support to be signed by all committee members, and deliver it to Gene Block, Dean's Search Committee Chair.

### **Old Business**

- Sherri reported that Dean Aylor would like to meet with her after every SEAS Staff Committee Meeting to discuss the issues.
- Sherri gave a follow up from issues presented at the last meeting:
- Dean Aylor was able to persuade University officials to allow Weight Watchers to hold meetings on-grounds.
- With regard to the dress code, Dean Aylor said that this should be addressed within each department, there will not be a school-wide code enacted.
- There wasn't time to discuss the by-laws for the committee, it was decided to table the issue and resume discussions at the next meeting in June.

### **New Business**

- There was some question from employees about the housekeeping's role in recycling. It is each individual's responsibility to take care of their own recycling.
- Iva Gillet gave a quick report on the Provost Employee Council meeting with regards to gym passes. It has been decided that the school will subsidize more of the cost for gym passes; the amount at this time is unknown.
- The committee decided that we would invite Rebecca White from Parking and Transportation to be the guest speaker at a future meeting.
- Meeting was adjourned at 3:25 pm; the next meeting will be Tuesday, June 14<sup>th</sup> at 2:00 pm in the Rodman room.

Submitted by Kristl Nelson  
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