

SOUTHERN UTAH UNIVERSITY
STAFF ASSOCIATION BOARD MEETING

November 14, 1995

11:00 a.m.

Science 312

Present: Rex Michie, Eric Tait, Di Adams, Leanne Gower, Clarisse Lunt, Dale Orton, Lois Bulloch, and Linda Reber.

Excused: Kay Messerley and Sherrie Batt.

I. Rex conducted the meeting and welcomed everyone. A copy of the October 10, 1995 minutes had been sent to everyone. Lois Bulloch made a motion to accept the minutes; Dale Orton seconded the motion. Passed 8-0.

II. Financial Report: Eric handed out a very detailed financial report as of November 1995, and we discussed the different accounts and their balances. Flowers were sent to Tebbs Adams at the hospital in Salt Lake and more seeds have been purchased for the Centennial Garden. These seeds will be enough for half of the garden. There is still some confusion about the garden account and we decided that we need to coordinate with the Development Office for a follow-up on contributions to this account and also those to the scholarship account. Eric said that he would try to get a list of those who are donating to the Centennial Garden account. Lois made a motion for approval of the financial report; Di seconded the motion. Passed 8-0.

III. Centennial Garden: Lois reported that there is still a lot of confusion on finances for this project. Dale voiced his concerns about our obligations as far as this project is concerned. There are some questions about such things as sprinklers, lighting, benches, etc. This all needs to be coordinated as to who is going to pay for what. We do have money in our different accounts and it is up to us how it is spent. We would spend the appropriated funds first. Lois said that the Garden Committee is having a meeting this Thursday to finalize plans. She said that the plans include two small fountains. President Sherratt doesn't want any trees in the garden, but the committee would like to have some and will try to push for some decorative trees. Lois plans to discuss these items with the President after the meeting with the Garden Committee. The gardens are all laid out now and they have a plan drawn up to show the President. She also said that Chris Gale, Supervisor of the Grounds Department, needs \$1,000 for sprinkler line parts. Lois made a motion that we take this \$1,000 out of the operating account and it was seconded by Leanne. Passed 8-0. Lois also reported that she saw a pretty rock garden in New Harmony and suggested that maybe we could include some rock gardens in our project. People could bring in some of their favorite rocks and maybe we could include some creeping plants (perennials). She is going to present this idea to the Garden Committee.

IV. President's Report: Rex met with David McGuire and discussed the following items: Hiring Policy - this policy is presently very unclear and is contradictory. This policy was taken to the administration a year ago and nothing has been done yet. Personnel needs to rewrite this policy.

Annual Leave - this is not administered in an equitable manner. Dr. Stauffer is working on a new policy and will take it to the Board of Trustees Meeting in December. If approved, it would take effect January 1, 1996. Leanne thinks that this policy should be shown to the Staff Association first as they are the ones who will be most affected by it.

Leave Without Pay - this is a policy that needs to be changed. Supposedly there is something that will be written and taken to the Board of Trustees Meeting. Rex read The University of Utah's policy and it was quite confusing. There was a policy manual written about 20 years ago and it has been updated occasionally. Five or six years ago, a new manual was written behind closed doors. Some things were changed drastically. It is our opinion that people need to be part of policy making. Maybe there could be a committee to review policies on an on-going basis. Maybe it's time we took a stronger stand on issues such as this. We discussed sending a letter to President Sherratt, Dr. Stauffer, and David McGuire about policies and our concerns that something needs to be happening now. Rex will write this letter and let us all approve it before it is sent.

V. Membership Meeting: there was no discussion on this item.

VI. Old Business: there was no discussion on this item.

VII. New Business: Lois brought up the idea of giving out service pins. These could be given out in five year steps. Lois is going to check on different things we could use and what the expense would be. It was brought up that 36% of the staff have been here since 1988 or before. It was also suggested that maybe we could have pins for five years of service and a pen set or plaque for 10 years. We will discuss this further at another meeting. Clarisse reported that Everett Perry of VRI will do four workshop a year for free. Maybe we could take advantage of this and do one for our January membership meeting. We could correlate this with Personnel. Clarisse will check on it and give us further details at our December meeting. We decided to have our membership meeting on either January 23rd, 24th or 25th. Rex will schedule a facility for one of those dates.

VIII. Board Meetings: The next Board Meeting will be held December 12, 1995.