Ball State University Staff Council Meeting #4 Thursday, December 15, 2011 The Retreat, Noyer Dining Commons

Members Present:

Shannon Bell, Eric Buchanan, Susan Calvin, Amanda Collins, Kay Collins, Cathy Cunningham, Marilyn Davis, Bartley Hainz, David Kaufman, Lisa Kaufman, Teresa Kennedy, Dorothy Marvell, Kate Murray, Teresa Rector, Andrea Sadler, Loretta Smith, Josephine Turner, Melanie Turner, Angela Zahner

Alternates Present: Hank Gerhart, Mandy Vance

Guests Present: Judy Burke

Excused Absences: Rhonda Clark, Kimberlee Fogle, Sarah Kreps, Sarah McKillip, Angela Pickett

- I. & II. Call to Order-Welcome Guests. President Loretta Smith called the meeting to order at 1:15 p.m. and welcomed guests to the meeting.
- III. **Roll Call** M. Turner called the roll of representatives and alternates. Roll called showed 19 representatives present, two alternates present, six excused absences, and six unexcused absences.
- IV. Approval of Minutes from November 17, 2011

A motion was made and seconded (Buchanan/A.Collins) to approve the minutes.

The motion <u>carried</u>.

V. Committee Reports

- a. **Employee Relations** B. Hainz no report.
- b. **Public Relations** A. Collins. Amanda reported the Staff Council will have a "Needs Drive" starting January 5, and ending January 19. This drive will include paper products in addition to canned and boxed food. Melanie will send out a notice with a flyer to staff council members after today's meeting. All items are to be taken to the biology office, located in the Cooper Science building, on January 19. Please contact Amanda to make arrangements to pick up your box if you cannot get it to the Biology Office on the 19th.
- c. **Elections** T. Kennedy no report. Loretta Smith informed the council that Lee Anne Shore has transferred to another department on campus. Teresa Kennedy, Lee Anne's alternate, will be the new representative from this area. She will complete Lee Anne's term.
- d. **Hospitality** A. Zahner. Angie reminded everyone she will be delivering our gifts to the family provided to us by the Salvation Army on Monday, December 19. She invited anyone who would like to go with her. Gifts or money should be delivered to her today.
- e. **Research** E. Buchanan no report.
- f. Salary and Employee Benefits D. Kaufman no report.
- g. **Angels for Life** C. Cunningham no report.
- h. Special Committees
 - 1. **A. Jane Morton Award** K. Murray. Kate reported she still needs representatives to serve on the committee. Any staff member can serve and it is a three year term. The first note soliciting nominations will be sent right after the first of the year.
 - **2. Public Safety** L. Smith no report.

VI. Unfinished Business

A. Follow-Up to RFI #35-2009/2010 – Weekend parking situation for library employees with restricted pass for Emens garage. After discussion in June, referred back to Research Committee for creation of a small task force to try to work out a resolution with Parking Services.

Response: Cathy Cunningham e-mailed the chairperson of the committee (Laura Helms) indicating a bigger room will be needed for their first meeting in the spring. Laura replied it was no problem and she would inform Cathy when and where the next meeting will be scheduled.

VII. Request for Information/Policy Change

a. <u>RFI #2 - 2011-2012</u> – The Response to RFI#1 failed to address the question at hand. This employee is clearly stating that she doesn't feel we should have to pay this fee:

Yes, fee remission equates to a nice \$ amount of savings, but that is not the issue in question. Take a look at the fees:

	In State Tuition
Tuition	\$7,912
(12-18 hours, per semester	(\$3,956 per semester)
Room and board	\$7,630
(state at)*	
University technology fee	\$320
Recreation center fee	\$174
Health center fee	\$152
Residence hall technology fee	\$120
TOTAL COST	\$16,308

As you see – there is a recreation center fee that is waived, a health center fee that is waived, a residence Hall fee (of course that is waived). So why not waive The technology fee?

A couple years ago, we all put our heads together and came up with ways to save the University money by finding ways to cut costs in our departments on campus and I think we did a great job. As employees have given up quite a few things

- Use of Irving Gym, which is now the new Rec Center
- No Staff picnic
- No Christmas party in the Admin Building

To thank us for coming up with a lot of cost-cutting ideas that benefited the university, The university chose to thank us by taking things away from us in addition to revamping the Tuition reimbursement policy to include repaying the university if you don't get a C- and not being able to retake a class, having to pay if you withdraw from the class. Sometime hardships arise, and with working and taking classes and raising a family, there is sometimes no other choice. To make a long story short, let's get to the heart of the matter – I would love to see Staff Council Propose a change to this policy.

Response: Discussion ensued with the council. It was clarified that the Rec Fee is optional, even though it says it is not. The Technology Fee covers the labs on campus and their maintenance, as well as the copying allowed by students at the campus library. A motion was made and seconded (M.Turner/J.Turner) that these fees are nominal compared to the full price paid by those who are not full-time employees.

The link to the current fees, effective fall, 2011, is: https://cms.bsu.edu/About/AdministrativeOffices/Bursar/TuitionFees/Students.aspx

This issue is resolved. A policy change will not be requested.

b. RFI #3 2011/2012 - I am concerned about a security issue potentially affecting staff members as well as students and faculty members. We had a newly hired faculty member who caused a scare to many of us. This professor began receiving complaints from students in his first few days of employment. We soon learned of disturbances he caused in several other buildings around campus. In at least two instances, management in different departments asked this faculty member to leave and not return to their areas because of threats he made to people there. After about six weeks of his employment, we were told by management that this professor was no longer allowed on any campus property. The department will have to continue paying this person for the rest of the academic year because he has a contract. He is supposedly working on projects from home. A colleague did an online search on this professor and found some serious concerns in his past. On a website for a university in South Carolina, there is a notice that states this professor is wanted and has active arrest warrants. The professor's picture is included on this site with a warning saying anyone who sees this person should call police immediately. A news site in another state contains a story explaining a restraining order was issued against this professor by a large bank there. The story describes how the professor admittedly researched the CEO of the bank and called him at home to complain about charges made to his bank account. The CEO reported the call to police after the professor allegedly made threats of violence towards the bank and its staff. I understand that there are many things on the internet that are not true. However, it does not appear that anyone in the university did any criminal background investigation on this professor before he was hired. When I was hired to work in an office, I had to consent to a background investigation before I was allowed to begin working there. It seems like professors would be held to the same standards as staff members. Professors are hired to teach our students. They also work with staff members on a daily basis. I do not understand why they would not be subject to the same hiring practices as staff members. Why was this professor not investigated prior to being hired? Who is responsible for completing criminal background investigations on faculty members? How long has the university administration neglected to complete background investigations on professors prior to employment? I think Ball State is a great place to work and offers an outstanding education to our students. I just think the administration is placing our staff, faculty, and students in terrible danger by not making sure professors do not have serious criminal issues in their past before they are hired. I want a criminal background investigation policy created and strongly enforced on every Ball State employee including professors prior to them being hired. I want these investigations to be repeated annually for every employee. I do not want Ball State to be the next university in the national news because of terrible crimes being committed by faculty or staff members. I think the university is being neglectful in its hiring practices by not completing these investigations. I want this to be corrected immediately.

Response from Provost King:

Thank you for your email. The university recently (this semester) adopted a policy that requires that all new faculty hires be subjected to a criminal background check. I cannot speak to the specific case cited because it is a personnel issue. As you know, during a faculty search process extensive reference checking is always done. Normally, but maybe not always, problems of the type that were noted in the RFI are found and dealt with on a case by case basis. With the new policy an additional criminal background check will be conducted by HR.

Supplied by Judy Burke: Background Check Policy

http://cms.bsu.edu/About/AdministrativeOffices/HumanResources/~/media/DepartmentalContent/HumanResources/PDFs/BACKGROUND%20CHECKS%20FOR%20EMPLOYMENT%20AT%20BALL%20STATE%20UNIVERSITY2%2011%2016.ashx)

Discussion ensued. The link provided by Judy Burke is to a mandatory policy implemented for all new employees. The first implementation of a background policy was in December 1997 and it has been updated several times with the last revision in November 2011.

Judy reported this is a national criminal and county background check as well as sex offender registry check on all new employees. The person signs a form indicating his/her willingness to have a background check performed.

A motion was made and seconded (Sadler/Kaufman) that the responses received by the Provost and Judy Burke was appropriate and answered the concerns indicated on the RFI.

This issue is resolved.

IX. New Business

There was no new business.

X. Announcements

- a. Buy one get one tickets for staff
 - i. In Acting Shakespeare featuring James DeVita Thursday, January 19 at 7:30 p.m. -Pruis Hall \$14 (adv)/\$22 (door)
- b. A council member mentioned having a member from the Adult Fitness Program as a speaker some time.

XI. Adjournment

A motion was made and seconded (Buchanan/A.Collins) to adjourn. The meeting adjourned at 1:50p.m.

Respectfully submitted,

Melanie Turner Secretary, Staff Council