Ball State University
Meeting #6
Thursday, February 16, 2006
Location: Student Center Forum Room

Present: Kimbra Baker, Sharon Martin, Cheryl Duffy, Kim Hiatt, Dorothy Marvell, Chris Wallen, Darlene Wiggins, Naomi McLaren, Debra Sheller, Ellie Palmer, Betsy Williams, Coralee Young, Zach Mickler, Charles Tuite, Angel Silvers, Betty Welch, Donna Perry, Mary Ann Hurt, Sylvia Ewert
Excused Absence: Marcia Deboy, Kevin Farrell, Pat Henman, Michelle Dipego, Marilyn Folkerth, Robert Cope

Absent: Marcus Jackman, Linda Ritchie, David Hensley

Alternates Present: Debbra Bear, Christy Roe, Julie Allison, Vicki Tucker

Guests Present: Judy Burke, Dan Byrnes

I. **Call to Order –**President Angel Silvers called the meeting to order at 1:15.

II. **Roll Call –** An attendance sheet was passed around for representatives, alternates, and guests to sign.

III. **Welcome of Guests –** Guests were welcomed by the President.

IV. **Guest Speaker –** Debbie Sheller introduced guest speaker, Mr. Dan Byrnes, Director of Sports Facilities and Recreation Services

Mr. Byrnes handed out their spring brochure and brought up the web-site. Students are the targeted audience of the program, with faculty, staff, and alumni also included. The facilities and their programs serve as a free benefit for BSU employees. Two facilities are available, Irving Gym and Ball Gym. There are five types of programs available:
- Informal recreation – a drop in type program
- Leader lead programs – a minimal fee is attached
- Instructional recreation – non-credit, life skills activities
- Youth & family – swimming, cardinal kids' camp, etc…
- Sports clubs/intramural sports – competitive student events

A complete listing of all programs, along with associated costs and times is available on-line at www.bsu.edu/recreation.
Other information about Sports Facilities and Recreation Services:
- They are the second largest employer of student employees on campus
- Over 600,000 participation in their programs
- Approx 20,000 eligible users
- Over 2,000 users participating daily at this time of year
- Early am and lunch time are slowest times at this time of year
- Towel and locker rentals available at each facility

Questions for Mr. Byrnes
Are spouses of BSU employees' eligible users?
- Yes, as are immediate dependents of BSU employees. Free rec ID cards are available thru Alumni. Dependents under 16 must be accompanied by an adult when using a facility, those over 16 may come alone.

Are BSU retirees' eligible users?
- Depends on their retiree status

With the rising cost of our health insurance and the university's focus on wellness as a cost reducing strategy, has or is rec services considering offering classes for BSU employees at more convenient times with work schedules?
- This is being looked at. Staff at rec programs will also walk thru either fitness center with an individual or group to become more familiar and comfortable with informal use. Those interested just need to call and schedule a time with a staff member.

Has there been any thought given to a program that would allow BSU employees to purchase home equipment at lower cost?
-Not at this time. The university equipment is typically not what one would purchase for home use.

What happens to the old equipment when new equipment is purchased? Any possibility of putting it in individual departments for employee use on breaks?
-It goes to excess or is traded out when new equipment is purchased. Old equipment could not be put in departments due to liability and maintenance issues.

Is there a possibility of a program for those who suffer with arthritis or have difficulty with traditional exercise/fitness routines?
-Pool temperature is the main deterrent for an aquatics program for those who suffer with arthritis, Lewellen pool is maintained at 78 degrees and Ball pool at 82 degrees. BSU currently has no therapy pools. As of other types of programs not involving the pools, the potential is there as long as a certified instructor was available.

V. **Approval of Minutes –** One correction noted, motion to approve after correction made by K. Hiatt, seconded by C. Wallen, motion carried.

VI. **Committee Reports**:

A. Employee Relations – Chairperson Naomi McLaren reported that a grievance hearing was held on January 23. The committee's recommendations were forwarded to Mr. Morrison on February 2. Mr. Morrison issued his decision, which concurred with the finding of the committee, on February 3. The second grievance hearing for the year is scheduled for Friday, February 17th. Documentation was sent on February 3 to committee members, grievants, supervisors, and other university personnel involved in the hearing.

B. Public Relations – Chairperson Kim Hiatt reported the spring blood drive was a huge success with 198 units collected.

C. Elections – Chairperson Sylvia Ewert had nothing to report.

D. Hospitality – Chairperson Kimbra Baker had nothing to report.

E. Research – Chairperson Ellie Palmer had nothing to report.

F. Salary and Employee Benefits – Chairperson Chris Wallen brought forth the following motion form the committee: **The Salary and Employee Benefits committee would like to continue investigating having a fee remission program of some sort for non-dependent children of BSU employees**.
Discussion on the motion included concern about the amount of time the committee would spend investigating verses the possibility of the university actually adopting such a program; cost to the University for such a Program. Discussion also included the

favorable impact that bringing more students to campus might have on the university; how would more students affect the appropriation level from the state?
Motion called, motion carried.

G. Special Committees:

i. A. Jane Morton Award – In chairperson Marilyn Folkerth's absence, Angel Silvers reported that the A. Jane Morton Award Nominees were announced as Tia Albea, College of Applied Sciences and Technology; Mary Joan Gray, Department of Geology; Sharon A. Hillman, Department of English; Julie Kratzner, Department of Architecture; and Darlene Wiggins, University Libraries.

ii. Employee Activities Committee – No Report

VII. Old Business:

Disabled Bus Issues: Research Comm. chair Ellie Palmer stated there was no new information to report, she will attempt to contact the appropriate personnel and report at next month's meeting.

Staff Council Accomplishments: Public Relations Chair Kim Hiatt is putting together a list of Staff Council accomplishments for an upcoming issue of SCAN. Those with information about past accomplishments should contact Kim Hiatt at 5-1881. Research Committee will also begin going back through archived files to assemble a list.

VIII. Requests for Information:
RFI #20-2005/2006: Why can't BSU have a plan for employee and spouse and not employee and family, or just employee?

Answer to RFI #20: As addressed last month by Mr. McCune, families do not impact the cost of healthcare as much as the empty nesters. This type of plan has been investigated in the past and is not beneficial to BSU at this time.

IX. New Business:

Grievance Procedures: Chris Wallen stated that after serving as an advisor to a grievant recently, it has become evident that the grievance procedures need to be looked at; as does the grievance form. Angel Silvers stated that this was discussed during the exec comm. session and it was decided that an ad-hoc committee would be put together to do the following:
Review the current grievance procedures and make revision suggestions
Review the current grievance form and make revision suggestions
Develop guidelines for those serving as advisors to the grievant
A call was made to those interested in serving on the ad-hoc committee. Those interested included: Chris Wallen, Cheryl Duffy, Coralee Young, Naomi McLaren, Kim Hiatt, and Chuck Tuite. Anyone else interested may contact Angel Silvers. Angel asked Chris to coordinate the group for its first meeting.

Request for Policy Change:
The following was submitted via the Staff Council Web-page:
BSU Smoking Policies need to include parking structures. It is unfair to not include this area as BSU employees use this structure daily. This is a structure maintained by BSU and therefore should be included n the Smoking Policies. I realize the parking garage is not considered a building according to the code. I truly believe most BSU employees would want a change in that policy to include parking structures.

A motion was made by K. Hiatt and seconded by C. Wallen to send the request for policy change to Exec Comm. for re-wording and clarification, motion carried.

X. Announcements:

Meeting with President Gora – Executive Committee will be meeting with President Gora in May and would like input from constituents regarding issues facing staff employees. Angel will put together an e-mail that representatives can send out to all of their constituents for such input. This information needs to be brought to the March meeting.

PERC Committee – Staff Council was informed that there was three staff positions needing appointed to the PERC committee. An e-mail invitation was sent out by Angel Silvers to all BSU staff requesting those interested to respond. Five interested persons responded. Those five were presented by Angel Silvers at the Exec Comm. meeting and the following staff personnel have been appointed to the PERC comm. for a 3-year term beginning January 1, 2006: Angel Silvers, Central Mail; Janet Johnson, Industry & Technology; Marsha Daugherty, Enrollment, Management and Community Standards.

XI. Adjournment – Motion made by K. Hiatt, seconded by S. Martin, motion carried. The meeting adjourned at 2:25 p.m.