

Staff Senate

Held on: May 13 2008, 10:00am
Held at: 8th Floor Gray Library

Senators present:

Diana Licatino, Steve Ford, Valarie Black, Jamie Turner, Dwight Anderson, Diann Brodnax, Nan Cooper, Lisa Cowart, Don Curl (Sub), Jana Daigle, Susan Daniels, Amanda Doiron, Sherri Fitzgerald, Lena Francis, Mary Givan, Debbie Graves, Charlotte Holliman, Dimples Jones, Irma Jones, Cynthia Ksiazek, Anna Lalonde (Sub), Gail Martel, Harvilynne McNeel, Kathy Pierce, Faye Richard, Dave Stafford, Patrick Stewart, and Kim Wiley

I. Call to Order

President, Diana Licatino, called the meeting to order at 10:02am.

II. Roll Call

Secretary, Jamie Turner called roll. A quorum was seated.

III. Minutes

There were no corrections to the February 2008, March 2008 or April 2008 minutes. Sherri Fitzgerald made a motion to accept the February 2008 minutes with no corrections and Irma Jones seconded the motion. Nan Cooper made a motion to accept the March 2008 minutes with the no corrections and Gail Martel seconded the motion. Gail Martel made a motion to accept the April 2008 minutes with the no corrections and Sherri Fitzgerald seconded the motion. The Senate unanimously approved the February 2008, March 2008 April 2008 minutes with no corrections.

The March 2007 minutes have not been located.

IV. Committee Reports

Executive Committee: The executive officers met with Dr. Simmons and Mr. Ferguson to discuss concerns from the Staff.

If we don't receive promotions or raises with doing evaluations, then why do them. Some departments do not even bother to do their evaluations. If an employee takes on extra job duties, why do they not get extra pay for their work?

How positions are classified and why are the ranges no longer on the HR website?

Why there are positions (ex. Coordinator position) with different salary levels for each position, but they have similar job duties?

Why are some positions allowed to be posted while others are not?

Employees are leaving Lamar and going to other campuses, because of salary and receive no incentives to stay.

Dr. Simmons and Mr. Ferguson wanted us to go back to Staff Senate and get specific details about the above concerns, so that they can address them.

Bylaws Committee:

None

Community Service Committee:

None

Compensation and Budget:

None

Issues Committee:

None

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Nominations Committee:

None

Staff Awards Committee:

The Staff Awards pictures will be going out soon. Jana Daigle is in the process of printing the pictures.

V. Unfinished Business

None

VI. New Business

A general discussion was held to get specific examples or concerns from the senators to bring back to the meeting with Dr. Simmons and Mr. Ferguson.

HR – ¼ of the positions were reviewed every year, Administrative positions were done this year by doing survey data from other schools. The process was stopped by Mr. Ferguson.

Calculate salary or go back to bring everyone to the minimal, it had to be determined how much it would cost to put in the new ranges. If positions were reviewed then they are on track with salaries compared to other schools; if positions weren't reviewed then they are not on track and are off some compared to other schools.

Non-Credit Programs - How are the salaries calculated?

They are calculated in two ways:

- 1) Give the new entry level salary plus the three percent across board raise
- 2) Give the raise first to the existing level salary and see if it will bring the salary up to or beyond the new entry level salary

Budgets are being cut drastically this year

How much of the budget cuts are effected by bringing football back to Lamar?

Library – Person receives a promotion, but didn't get a raise.

Education – An Advisor position 13 years ago posted at Lamar for 23,000, and now the position is 24,000 at Lamar, but at Port Arthur for the same position is posted as 41,000.

Records - A new employee has not been here for a year, but are taking 2 classes during the day

Records – A new employee has been here less than 6 months and taking 2 classes and doing comp time

Records – Dept. did their PAQs and some people received 5,000.00 raises while other employees have been here 15yrs or more and didn't receive anything.

Procedure for creating a position

If comparing campuses, you must compare budgets to budgets because the colleges receive extra money from companies. Does Lamar need to solicit funding like the colleges do?

Education – How to get a title change when the paperwork has been approved by supervisor, but then the employee never hears anything back on the request. Is there any recourse to get the next higher level person involved and pass on the VP?

Records – Take work home and get comp time for it

Posting Positions – There is a new policy by the Federal Contract and Compliance that all positions must be posted with the exception of Executive or Administrative positions that are available. There will no longer be posting waivers or on campus only postings because of this new policy.

Academic Services – How often are Supervisors or Directors made aware of changes to policy and procedures?

Education – If you earn a degree, do you get an increase in salary because of it?

General Studies – Coordinator positions have similar duties, but some are at a higher salary.

VII. Good of the Order

None

VIII. Adjournment

With no further business, Patrick Stewart made the motion to adjourn the meeting. Faye Richard

seconded the motion, the Senate unanimously passed the motion, and the meeting was adjourned at 11:23 a.m.