

**Staff Senate Attendance  
October 19, 2005**

Attendees	<input type="checkbox"/>	Debbie Allen	x	Beverley Gentry
	x	Keshia Askew	<input type="checkbox"/>	Anne Harper
	x	Paulette Bell	<input type="checkbox"/>	Tami Lang
	<input type="checkbox"/>	Peggy Bower	x	Ann Lee
	x	Connie Brand	<input type="checkbox"/>	Crystal Lee
	<input type="checkbox"/>	Scarlet Brooks	x	Shirley Myers
	x	Joyce Bryant	x	Steve Parker
	x	Steve Collins	<input type="checkbox"/>	Garrett Parr
	x	Cathi Curtis	<input type="checkbox"/>	Ray Pinner
	x	Candi DeBardelaben	<input type="checkbox"/>	Marilyn Ratliff
	x	Jared Dinehart	<input type="checkbox"/>	Doris Ruddle
	<input type="checkbox"/>	Mattie Draper	x	Cil Spina
	x	Vicki Fowlkes	x	Jan Williamson
	x	Sue Garrison		

List Proxies:

Keshia Askew for Mattie Draper and Debbie Allen

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Ann Lee for Crystal Lee and Tammy Lang

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Cathi Curtis for Anne Harper

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Phyllis Hollins for Ray Pinner

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**The meeting was called to order by Ann Lee at 11:00 a.m.**

**Minutes of the last meeting:**

A motion was made by Shirley Myers to approve the minutes from the last meeting, September 21, 2005. The motion was seconded by Jared Dinehart.

**Old Business:**

There was no old business to discuss.

There were no committee reports.

**New Business:**

Faculty and Staff Senate Joint Venture

Ann and Andree Reeves, President of Faculty Senate along with Melinda Lawson, President Elect of Faculty Senate having been talking about forming a joint venture of both Senates to get things done.

They have been discussing creating a clinic on campus for faculty and staff, to be centrally located and maintained by the Nursing department, which would have to be authorized by Delois Smith, Vice President of Student Affairs. Ann stated that Melinda mentioned that Human Resources called and wanted to speak with her about the progress of this project, and stated that it would be great considering the rising cost of insurance. Ann said that this would be nursing students needing clinical hours but she was not very familiar with how that worked and asked Shirley Myers to comment. Shirley stated that they perform a one-on-one analysis in the public field overseen by a nurse practitioner.

Vicki Fowlkes wanted to know what services would be provided. Ann answered most likely sore throats, colds, etc and maybe prescriptions. Jan Williamson wanted to know what services were provided by the wellness center for the students. It was answered by Jared Dinehart with comments by Cathi Curtis and Shirley Myers that they provide basic services or prescriptions with a nurse practitioner who consults under the direction of a doctor.

Ann was asked by Melinda to present to Staff Senate and get a feeling as to whether we should pursue or dismiss. Cathi Curtis asked if they had done any research of other colleges and if this service is offered and how. Phyllis Hollins, Human Resources said that they did and were not sure if it was apart of the student wellness center. Ann stated that Melinda was apart of the nursing faculty and that her experience was valuable and she felt comfortable with any suggestions she provides.

Jared Dinehart said he would get a listing of the services that are provided by the student wellness center for the next meeting. Jan Williamson asked if there was a reason why the faculty and staff were not allowed to use the student wellness center. Phyllis Hollins stated that the wellness center could not handle the increased traffic and that it would require additional staff. Jan also stated that better facilities may be needed and that the current faculty and staff may not be able to support an independent center.

Ann stated that volunteers may be needed to form a joint committee to do the additional research for this project. Now that the campus is more traditional with students from 48 states and 80 countries traffic has increased for the student wellness center.

Phyllis stated that most insurance companies have one in place to provide wellness prevention programs and she was asked by Steve Collins will this affect faculty and staff insurance.

#### Christmas reception

Ann said she would email potential dates for the Christmas reception to be held in NCRH once she has contacted them, they were busy in meetings. She also mentioned that we do not have a Christmas reception committee and she may call upon people for assistance and to solicit entertainment. She mentioned it would be nice to have a faculty and staff talent show, and Keshia Askew commented that it could be incorporated into the staff picnic.

### Employee Benefits Pending Changes

Ann stated that during Administrative Council meeting the employee benefits pending changes were covered and the changes in policy. Since Phyllis was present she asked her to provide the update.

Phyllis reported that the faculty and staff has not had an insurance increase in about 2 or 3 years, but the University did absorb last years fees and they were not going to be able this year and so they will have to pass on the increase to faculty and staff this time. She stated that companies have to deal with the increased rates. They are looking at several options: First, they are trying to keep costs low by plan changes that will keep premiums low. This will cause deductibles and co-pays to increase, in-patient and outpatient deductibles will increase and drug card program but not significantly. The drug card program is looking at going to a three-tier program for generic drugs with deductible and preferred drugs at \$25 and brand drugs at \$35.

Blue Cross and Blue Shield said it would save costs, but there will be a 50% increase for single coverage, but according to other or current cost is significantly lower, which would be about \$6 more, and \$18 more for tier based on salary.

Cathi Curtis asked if there would be an increase in the emergency room co-pays, and Phyllis stated that it would go from \$25 to \$50 along with the additional doctor co-pays.

Jared asked when would this take affect and Phyllis stated that HR were still under discussion and it may be active by January 2006 but she was not sure when plans would change or about when the premiums would increase.

Phyllis stated that there were some concerns for tier increases since the salary raises have put some employees in a new tax bracket resulting in them taking home less money.

### Sick Leave Bank

Phyllis reported that the sick leave bank has been activated with 55 employees participating and over 1000 hours.

Ann asked if there were any new holidays being approved, Phyllis stated no.

### Senate Committees

Ann stated that the Senate is run on committees in her eyes and that she is here to facilitate and she knows that it is extremely difficult to meet outside of the scheduled meetings and that she plans for some committees to meet each session. Today it would be Employee Benefit, Governmental Relations and Employee Development. She read the names of committee chairs and members. (listing on last page of minutes)

### **Additional Business or Announcements:**

Paulette requested that Ann send out the notice of the meeting before hand, and Ann stated that Staff Senate meeting is the third Wednesday of each month. It was mention that it was on the calendar provided in the Staff Senate notebooks. Keshia mention that

there was no meeting scheduled for December and Ann said that the Christmas reception will be our meeting.

Ann mentioned that she would be absent for next months meeting and that Keshia Askew would be presiding, and the Christmas signup list will be provided.

Ann stated it was 11:25 A.M. and asked for motion to adjourn. Motioned by Cil Spina and seconded by Jan Williamson. The Senate Committees met.

Committee Members:

Employee Benefits

Candi DeBardelaben - Chair  
Steve Collins  
Joyce Bryant  
Scarlet Brooks  
Shirley Meyers  
Anne Harper  
Steve Parker

Governmental Relations

Jared Dinehart - Chair  
Connie Brand  
Debbie Allen  
Paulette Bell  
Scarlet Brooks  
Jan Williamson

Employee Development

Steve Collins - Chair  
Tami Lang  
Steve Parker  
Vicki Fowlkes  
Crystal Lee