

OSCHE Spring Meeting
April 4, 2008, 10:00 a.m.
Sinclair Community College
The Forum Rm. #14-130

Welcome – Tim Howard welcomed all to the 2008 Spring OSCE meeting at Sinclair Community College and introduced our first speaker, Tim Wagner from Columbus State Community College to speak on Broad Banding Compensation Programs.

Attendance Sheet– passed around by Lorrie Sawaie, Secretary.

Attending: Nora Adams, Natasha Baker, Charlene Calabrese, William Carrero, George Cheripko, Alexis Cline, Paula Collier, Ken Collins, Linda Cuetan, Maria Dandar, Sandra Daniels, Andrew Demeter, Judy Dils, Stacie Edwards, Mandy Gollhofer, Katie Hall, Joanie Hendericks, Jasmin Hennoy, Regina Hobbs, Tim Howard, Misty Hutchison, Madeline Iseli, Janet Jones, Tammy Jordan, Fran Keeley, Annette Koronowski, Teresa Lister, Andrea Lyndes, Cheryl Miltner, Kirk Nagley, Brad Nicodemus, Deb Norris, Eric Renegar, Miguel Rivera, Natalie Royer, Micheal Sanchez II, Lorrie Sawaie, Jim Shaw, Tami Smith, Laura Spray, Bob Stachowiak, Chris Steineman, Joanna Stoltzfus, Marlene Swartz, Dee Teed, Kelly Vogelsong, Mary Woodford, Elizabeth Yount.

Attending Dignitaries: Chancellor Eric Fingerhut, Dr. David Hopkins, Dr. Robert Johnson, Dr. Steve Johnson, Jim Kemper, Larry Lewellyn, Marsha McIntosh, Dr. Robert Sweeney, Tim Wagner.

Guest Speakers: 10 a.m. – Tim Wagner/CSCC, Broad Banding Compensation Programs
11 a.m. – Chancellor Eric Fingerhut, State of Higher Education in Ohio

Broad Banding Compensation Programs: 10 a.m. - Tim Wagner from Columbus State Community College presented a broad band compensation program currently being implemented at CSCC called Performance Management & Employee Engagement. Handouts and a power point were part of the presentation and there is hope this will be sent electronically in the near future for all universities to look into if they are lacking a compensation program.

University System of Ohio: 11 a.m. – Tim Howard introduced all dignitaries in attendance and Chancellor Eric Fingerhut for his presentation of the University System of Ohio to the OSCE team. The University System of Ohio is a 10 Year Strategic Plan that was presented to Governor Strickland and the General Assembly by Chancellor Fingerhut. Chancellor Fingerhut stated, “Higher Education is central to the future of our state.” There is a plan for growth in Ohio, which should include growth in research capacities, new jobs and businesses, and relationships with the business communities. This is not a strategy to cut back on higher education. There is a plan to invest more in scholarships, job stimulus packages, interns, co-ops and to help achieve the national averages. He also said, “there will be no more ‘that’s the way we’ve always done it’ attitude” and we must change and be creative to move forward with higher education improvements. There will be more collaboration between institutions not competition. This 140-page report may be found online at www.universitysystem.ohio.gov Pages 104-108 lay out the “20 Accountability Measures” in this document. Page 117 is labeled “Next Steps” and may be of interest. Please feel free to print, read and share any questions or concerns with your OSCE Reps. Chancellor Fingerhut hopes this University System will help train, create and keep jobs in Ohio. It should be high quality and low cost for all citizens in Ohio. It should help the university system to be more efficient and effective. Chancellor

Fingerhut has let us know as OSCHE reps that he would like to have an open door policy with us and we are welcome to submit any ideas, suggestions and concerns to him because we are all part of the same team with shared values and principals. Please submit any concerns you have through your OSCHE Rep, who will in turn pass these on to the OSCHE EXEC team for processing. Previous Q&A presented to Chancellor Fingerhut may or may not have been answered explicitly as the 10 Year Plan was just released and we felt the need to better understand this new system and how OSCHE could become a part of it. There will be some follow-up information at the 2008 OSCHE Summer Conference and we hope to have answers to all questions at that time.

Treasurers Report: Tami Smith and Paula Collier passed out draft handouts of the OSCHE membership applications and invoices. These were finalized and by previous vote (no changes) they will go into processing for the 2007-08 membership fees to be due and payable prior to July 1, 2008 at which time, 2008-09 fees will be due in the amount of \$250.00. OSCHE Summer conference information was also passed out, as well as hotel accommodation information for those that need it. It was also suggested that a paper version of the OSCHE budget and expenses be presented at the Summer Conference and Tami Smith agreed that would be possible.

IUC/HR Meetings: Larry Lewellen and Jim Kemper have agreed to set a date for OSCHE Exec Officers to meet with the IUC/HR board that will help to implement Classification Modernization brought on by the passing of HB 187. It was also suggested that by staff members returning to the classroom we might effectively raise the enrollment rate. They may also look into tuition reciprocity amongst all universities in the near future.

Constitution & Bylaws Update: Brad Nicodemus brought to our attention that a bylaw change was necessary for the reelection of EXEC members and the odd/even year info should be switched. Fran Keeley made a motion to accept these changes, Paula Collier seconded, motion passed. These changes will be reflected on the new website when it is up and running. It was also suggested that we drop the word "contribution" from the bylaws in Article III as some cannot pay the membership fee if it is labeled as such. Joanna Stoltzfus made a motion to change and Miguel Rivera seconded, motion passed.

Part-Time Health Care Update: Sinclair staff stated that they use Aflack as it is discounted for the university cost for the part-timers. Miami U stated they are using Anthem at a university rate for their employees with no coverage. BGSU is still looking into 2 or 3 different versions of part-time health care.

Recruitment Update: BGSU has made contact with a rep at Owens that is interested in returning to OSCHE for the summer conference. Jasmin Hennosy from Central Ohio Technical College was interested in getting her school into OSCHE in the future as well. Brad Nicodemus took her information and will send further info to COTC. Others were still trying to reach out to there prospects.

Summer Conference Planning:

The OSCHE Summer Conference will take place at Lorain County Community College on June 19 & 20, 2008. Tim Howard encouraged everyone to find money in his or her budgets to attend this year. OSCHE Founder Bob Kreienkamp will be a guest speaker on the original goals and visions of SECO/OSCHE as well as Rodger Campbell, a great motivational speaker we should all be familiar with. There will be a tour of the LCCC FabLab, as well as a city tour after dinner to the lakefront. We will be staying in West Lake Holiday Inn. Accommodations and registration for the summer conference will feature an early bird special of \$10 off the \$65 registration fee if you register prior to

June 1st. These forms can be found online at the OSCHE website. The West Lake Holiday Inn number is 440-871-6000 to make your reservations in advance. Please let them know you are with the OSCHE Conference for the group rate of \$74 a night.

Web Page Update:

Brad Nicodemus reported that he is currently trying to purchase a new domain name such as OSCHE.org. Brad has also requested that all university reps should submit content on their schools, logos, and President's bio and picture, as well as web links to staff councils to Brad Nicodemus at nicodemus.12@osu.edu for inclusion on the new web page. Bob Kreienkamp, the original founder of SECO/OSCHE, has created a history page and is currently looking for pictures to compliment this history for the new website. An interactive calendar will be included with username and passwords for all university reps to post OSCHE and their own university items of interest on. The layout is ready to go and Brad is waiting for the invoice to make payment for the domain name. In the meantime, please refer to the old website at <http://global.csc.edu/osche.htm/index.htm>

Winter Minute Approval: Minutes from the winter meeting were passed out and read. No changes were found. Paula Collier made a motion to accept the minutes as written, Kirk Nagley seconded and motion passed. They will be submitted to the new website when it is ready.

Hot Topics:

College reporting will take place at the summer conference and all schools are ask to keep their report to 15 minutes or less. Power point presentations are welcome.

Bob Stachowiak from University of Akron inquired as to branch schools having voting rights on staff councils as well as main branches. BGSU Firelands and WSU Hamilton Branch currently have reps from branch campuses and it was agreed they should have a say in their staff councils for equal representation.

Bob Stachowiak also wanted to know if it was legal to convert one week of sick pay to one week of vacation. Jim Kemper stated that is legal and can be done, as well as sick banks can be achieved now.

Ken Collins from LCCC wanted to know if part-time employees could accrue vacation and sick time. Jim Kemper again stated yes and BGSU stated they currently engage in this at a prorated portion.

Reminders:

- Please send all President Bios with photos and school logo to Brad Nicodemus for the new website as soon as possible.
- Please bring a consolation gift to be raffled off to the summer conference from your respective colleges and universities.
- Apply early for summer conference registration and save \$10 per person on said fees.

Meeting adjourned at 3:07 p.m.

Next OSCHE meeting will be the Summer Conference on June 19 & 20, 2008 at Lorain County Community College. OSCHE Exec meeting will take place on Wed. June 18th at 6:30 p.m.