

A&P Association Spring General Meeting April 18, 2006

Opening Remarks and Announcements

Paul Riel called meeting to order at 8:35a.m. and welcomed everyone. He asked all new hires since last meeting to stand and be recognized.

Election of 2006-2008 Officers

Kathy Ritter recognized the Nominating Committee Members and opened the floor for additional nominations. There were no nominations from the floor and the nominations were closed. She asked everyone to vote using the ballots on the tables at each place setting and that the members of the Nominating Committee would be around to collect the ballots and provide results at the end of the meeting.

Treasurer's Report

Angel Ezell provided the Treasurer's Report. Foundation Account: Total revenue as of April 17th, 2006 was \$1,160.95. Total Expenditures as of April 17th, 2006 was \$1603.24 leaving a balance of \$493.45. Chartwell's Account: Available Balance as of 3/31/2006 was \$2186.36.

United Way Drive

Lynn Brown announced that we were within 70% of UNF's target goal. Over 160 had contributed \$31,000 and we still were hoping to raise another \$13,000 toward the goal. She reminded everyone that there was still time to contribute and thanked everyone for their continued participation in this worthy cause.

Campus Safety

Kathy Lumpiesz of UPD reminded everyone present that UPD had over 600 years of combined law enforcement experience. She provided some safety tips for both work and home and reminded everyone of the recent smoking and skate board policies now in place.

Legislative Update

Alison Cruess read from a Legislative Update provided by Janet Owen who was not able to attend today's meeting.

Legislative Update:

There are 3 more weeks remaining for the 2006 State Legislative Session. It is all over but the crying on Friday, May 5th. Please save Janet some of those great scrambled eggs!

This week, the House and Senate will begin the conference process to work out their differences on the state's \$70+ billion (with a B) budget for fiscal year 2006-2007. To make matters more interesting as they work it out, while the House and Senate were on their break for the Passover and Easter holidays, a revenue estimating conference was held that estimated an additional \$960 million in available revenue for the current year

and for next year. [*\$427.6 million increase adjustment for 2005-06 and a \$532.6 million increase in expected revenues for 2006-07*]

The big budgetary issues that the university lobbyists are focusing on include

- increasing the amount of new general revenue to the universities for enrollment growth
- increases for faculty and staff salaries
- more construction money for the state universities (that is, more PECO). UNF is at \$30 million right now - a record!! But of course, we could always use more. [*utilities/infrastructure - \$4 million; college of education - \$12 million; land acquisition (tech park) - \$14 million*]

At this point in the process, there are pots of money set aside for the state employee salaries and benefits package, but there are no specifics. If we were to assume they same type of distribution methods as have been used in the past few years, it looks like there is about a 2% salary increase in the House Budget and a 3% increase in the Senate, but this is all subject to change and as you know, the effective date is always a key issue.

As a system, we received a disappointing lack of support for our targeted degree initiatives - that is - special funding requested for engineering, nursing and teacher preparation programs. At this point, only the nursing initiative has received any funding support, and that support only directed to a few research universities with doctoral programs. We will be working on a different strategy over the summer.

It looks like the bill that increases the reimbursement for state travel is going to pass this year. The House and Senate versions are different, but now that all the legislators have to pay for their food and drinks (because of lobbying reform), there is a new, self interest in increasing the mileage, meals and per diem rates.

With 3 weeks left, it's hard to bet on the 295-page governance bill to pass - it has one more committee left to go through in the House before being considered on the floor, and it has YET to be considered (or even printed!) in the Senate.

The Gov Affairs Office has a bill tracking chart on its web page and if you send an e-mail to Janet at jowen@unf.edu - or you can send it to Jim Owen and he will send it to either Janice Owens or Janet Owen, one of them will be happy to tell you about the status of any bill you may be interested in.

Human Resources Update

Mary O'Neal reviewed the current HR initiatives. Classification Redesign. PDQ's due to their office by May 26, 2006. This is only for budgeted positions, not faculty, not OPS. She reminded supervisors and managers that they need to do these for vacant positions as well. Rewards and Recognition – link on HR's website to this program.

There is a June 15th deadline for recommendations. Merit Pay – historically UNF has provided across the board raises – this is a move to recognize and reward employee contribution and service. Workshops: HR will be offering workshops in June. Among them will be a Hiring for Supervisors Workshop. Performance Appraisals – One of the goals for next year is to revise this process. Want it to be more of something that engenders conversation and help managers and employees evaluate themselves and their staff.

The Organization Development area of HR will focus on career ladders and career paths - 'Hire to Retire'. HR hopes to roll out a certificate program on July 1st. Course examples include Supervisory Certificates as well as Financial Budget and Customer Care certificates.

Mary reminded everyone of the upcoming 2nd Annual Professional Development Forum to be held on May 25th. Registration will open on April 25th and last day to register will be May 11th.

Continuing Education Programs

Steve Borowiec provided information on Continuing Education Programs available. They have over 550 programs; the depth and scope of their programs are very diverse. CE works with HR and CPDT to augment some of their programs and there are fee vouchers available for many of the CE courses. He reminded everyone of the upcoming Administrative Professionals Conference that will be held next week. CE's website listing all their offerings can be found at www.ce.unf.edu

'Jeopardy Live' at UNF

Paul Riel Roast

Announce New Officers and Closing Remarks

Kathy Ritter announced new A&P Association Officers:

Alison Cruess, President

Lance Hunt, Vice President

Mary O'Neal, Secretary

Steve Borowiec, Treasurer

Paul Riel recognized the outgoing officers with plaques.

Meeting was adjourned at 9:45am.