

A&P Association Steering Committee Meeting
August 29, 2007
10:00am-11:00am

Attendees: Ricky Arjune, Connie Corker, Jeanne Middleton, Rick Powell, Paul Riel, Lance Taylor, Kellie Woodle, Lance Hunt, Steve Borrowiec, Rachel Bukanc, Alison Cruess

Gabor/UNF Foundation Award

Ceremony is Thursday, September 6 at 2pm in the FAC atrium with President Delaney and Pierre Allaire as speakers. The review committee is interviewing the 5 finalists.

Summer Social Recap

The social was successful. It started out light, but picked up by the end. 60 people signed in, but 70-80 most likely attended.

Upcoming Socials

Oct 30 (Tue) - Fall Festival

Dec 13 (Thurs) – Holiday Celebration

Feb 13 (Wed) – Sweetheart Social

Fall General Membership Meeting

Possible dates: November 6 or November 7

Lance Taylor noted that General Election day is November 6 so we may want to go with the Nov 7 date if possible.

Speakers: President Delaney, Deb Kaye, Shari Shuman, Janet Owen and Rochelle Gottlieb.

Request for Increase to A&P Employee Benefits

Human Resources is currently costing out the Personal Day and 16 Hour Leave Cash out.

Angel reported:

- The 16 Hour Leave Cash out would need to also be extended to Faculty and USPA staff. There would be an expense to the departments.
- Rachelle Gottlieb will take the figures to the President for discussion.
- There is little chance either proposal would move forward this year due to budget restraints.
- The Personal Day is more probable than the 16 Hour Leave Cash out.
- UF is the only university in Florida with a cash out program. UF also has a “teams” system where all employees are combined together and they are the only university in the state to have that system.
- Other Higher Ed institutions are providing the Personal Day.
- Shari Shuman asked Angel to review the current A&P Leave system (which is not on a graduated scale - USPA is on a graduated scale).
- Timeframe for resolution of Personal Day: by the A&P Fall Meeting in November.

The committee engaged in a discussion of the two proposals and expressed concern about the possibility of the university downgrading the current A&P leave system. There was discussion of how UNF attracts quality employees through its benefits since the salaries are not up to market. If benefits are lowered, there is concern this will hurt the University's ability to attract quality A&P staff. The group also discussed the differences between USPA and A&P staff. The question was brought up: why would the 16 Hour Cash Out automatically be offered to USPA and Faculty when the Personal Day was offered to USPA previously without discussion with the other employee groups? It was clarified that the Personal Day for USPA was a state initiative that was granted to USPA employees (the request was not generated from UNF).

A&P Buddy

Alison introduced the initiative to the Steering Committee and provided a draft of the form to send to A&P members. The purpose of an A&P Buddy is to match a new administrative employee with a seasoned administrative employee. A buddy is someone who partners with an administrative employee during their first year at UNF. The buddy will encourage participation in A&P activities and attend socials and meetings with the new employees. Any administrative employee can be a buddy. After signing up to be a buddy, they will be paired with a new administrative employee whose office is as close as possible to their own.

The group reacted positively to the idea and suggested that we add a "Building Location" field to the form being sent out to A&P members.

Committee Representation Survey

Alison introduced the survey to the committee which would create a pool of A&P employees to select from when requests come for A&P representation to a committee. It was suggested that a field be added asking the question, "Do you serve on a committee currently and/or have you served on a committee previously?" The committee responded positively to the survey.

Community Project (Final review before posting and announcing)

Alison presented a draft of the "Volunteer opportunities for UNF A& Association Employees" for the A&P website. The list was created by Jeanne Middleton and Kellie Woodle. It was suggested that United Way be added to the list. The committee responded positively to the survey posting.