

Professional Staff Committee Meeting Minutes

Date: Tuesday, November 30, 2004

Location: Richard Tam Alumni Center Conference Room

Present: Mitch Au (Chair & proxy for Barb Sena), Michelle Baker (proxy for Trish Suske), Bud Beekman, Iluminada Dioquino, Judy Grotts (proxy for Susie Smith), Roy Hessinger (proxy for Barb Childs), Tomirra Larkin, Kathy Lauckner (Faculty Senate Representative), Cem Sunata, Cheryl Tillotson (Recorder & proxy for Betty Hanseen)

Time: 12:00 P.M. meeting convened
1:10 P.M. meeting adjourned

1. Committee members signed in.
2. Minutes from October meeting were read by Cheryl and approved with minor corrections.
3. Kathy provided an update on the code changes for the Notice of Nonreappointment and Notice of Termination for System, Except DRI.
 - Nonreappointment issue was tabled for the December meeting of the Board of Regents. Meetings will be held on December 2nd and 3rd in the Foundations building.
 - The code changes are still being re-written and will be re-issued again in February.
 - Jane McCarthy, Faculty Senate Chair, stated that Non-tenured Academic Faculty will also be affected by these code changes, as well as Professional Staff. It is estimated that approximately 50% of Academic Faculty are Non-tenured.
 - If these changes are voted on twice, then the new code will take effect.
 - There is discussion of a grandfather clause and they are determining whether or not employees hired before January 1, 2005 would be affected by the new code changes. Originally, the code changes were to be in affect for employees hired January 1, 2005 and after.
 - The impetus of the proposed code changes stems from the comparison of the business setting versus the education setting.
 - No timeline has been established at the moment about the proposed code changes.
 - Questions were posed as to the utility of employment contracts. It was suggested that an employment contract usually implies a reason for nonreappointment.
 - Much discussion ensued about how the Professional Staff are concerned about the erosion of employee benefits and how this trend could effect the recruitment and retention of Professional Staff.
4. Kathy provided an update about the Faculty Senate seat representation for Professional Staff.
 - We would like to have Professional Staff representation on Faculty Senate across the UNLV community.
 - There is a concern that if we have too large of a number, there may not be enough work for Professional Staff on the Faculty Senate since the majority of the issues they deal with are academic in nature.
 - There has been discussion as to whether or not we want a certain number of

- Professional Staff on the Faculty Senate or a certain percentage.
 - The Faculty Senate appears flexible about the increasing number of Professional Staff.
 - Kathy suggested that if the Professional Staff Committee works well and addresses the necessary issues, then there may not be a need for large Pro Staff representation on the Faculty Senate.
 - Faculty Senate will meet on Tuesday, December 7, 2004 and the Professional Staff representation is on the agenda. It will be proposed to the Faculty Senate that we would like to have 8 Professional Staff member seats on Faculty Senate.
5. The Holiday Luncheon will be scheduled for December 14th at an off-campus location. Bud will take care of the restaurant. (See addendum).
6. Mitch reviewed the Action Items with the Committee.
- a. Representation for Professional Staff.
 - The Bylaws for the Professional Staff must be changed to have the same areas as Faculty Senate Bylaws.
 - b. Professional Staff Fund.
 - We will begin to look at a marketing campaign to endow the fund. In addition, dialogue will need to take place to generate ideas on how the money (once endowed) could help the Professional Staff community, outside of the university community, and outreach to others (i.e. faculty and classified).
 - c. Web Site.
 - Mitch asked members to think about how we can market our website to all Professional Staff. For example, what else can we have our website promote other than who we are (i.e. perhaps what we can do; our mission).
 - Mitch would like to link our website to the Faculty Senate webpage and will send this information to Bill Robinson.
7. New Faculty/Professional Staff Orientation update was tabled and will be discussed at the next Professional Staff meeting.

Meeting adjourned at 1:10 P.M. Next meeting will be held on Wednesday, January 12, 2005 from 11:30 A.M. to 1:00 P.M. at McCormick and Schmick Restaurant (on Flamingo near Paradise).

Addendum to November Meeting Minutes

December 14, 2004 Holiday Luncheon will be postponed until January 12, 2005 due to potentially low attendance of committee members. (See item 5).