

Proposal for Restructuring of Committees of Staff Congress

Current structure as defined in the by-laws:

Credentials and Elections Committee. The Credentials and Elections Committee shall be charged with certifying candidates for election and conducting elections of Representatives to the Staff Congress as set forth in Article I of these Bylaws. Additionally, the Committee shall oversee and conduct the election of the Staff Regent following policies established by the Staff Congress. The Committee shall conduct a review of the employment categories every three years to ensure proportional representation of staff and make appropriate recommendations for changes to the Staff Congress. The Committee will also be responsible for recommending to Staff Congress appointees to University Standing Committees. The Congress retains the right to add or delete standing committees as needed.

Fiscal Affairs Committee. The Fiscal Affairs Committee may make studies, review projected expenditures, and advise the Staff Congress on those matters affecting the economic welfare of the University and the staff, their families and dependents.

Personnel Policies and Benefits Committee. This committee shall function in an advisory and coordinating capacity to continuously make recommendations for adjustments, improvements, and refinements in all matters related as may be referred by the Staff Congress.

As the current committee structure at some times seems ineffective for the purpose of Staff Congress, the following options are proposed for consideration by the members of Staff Congress:

As committees stand right now, the number of members on each committee is sometime challenging when attempting to have regular meetings, to that end this committee would like to recommend the development of and utilization of sub-committees within each standing committee. The role of committee chair would drastically change from the person responsible for all of the committee activity to a person that would facilitate information and recommendations to the body from each sub-committee.

Option 1:

Credentials and Elections Committee

- Election Verification – advertise upcoming elections and will be responsible for verifying candidates nominated for positions, working polling locations and verifying results of elections
- EEO verification – staying up to date on EEO categories and the percentage of representation on Staff Congress, will also make recommendations for any changes in representation on a yearly basis

Benefits and Compensations

- Benefits – will work closely with Human Resources on current benefits as well as make recommendations to HR for future benefits
- Salary and Compensation – review and assess the current salaries and compensations offered to staff within the University

Public Relations

- Marketing – would be responsible for any material and/or events to publicize both the upcoming elections and the current status of Staff Congress to the rest of the University Community
- Representation – would pursue opportunities in other areas of the university that would give Staff Congress an option to become involved and promote the work of Staff Congress

Option 2

Credentials and Elections

- Membership Drive – would be responsible for advertising upcoming elections and holding small events on campus to recruit possible new candidates to run for open positions
- Elections Verification - advertise upcoming elections and will be responsible for verifying candidates nominated for positions, working polling locations and verifying results of elections
- EEO verification – staying up to date on EEO categories and the percentage of representation on Staff Congress, will also make recommendations for any changes in representation on a yearly basis

Benefits and Compensation

- Benefits – will work closely with Human Resources on current benefits as well as make recommendations to HR for future benefits
- Salary and Compensation – review and assess the current salaries and compensations offered to staff within the University

Option 3

Credentials and Elections

- Membership Drive – would be responsible for advertising upcoming elections and holding small events on campus to recruit possible new candidates to run for open positions
- Elections Verification - advertise upcoming elections and will be responsible for verifying candidates nominated for positions, working polling locations and verifying results of elections
- EEO verification – staying up to date on EEO categories and the percentage of representation on Staff Congress, will also make recommendations for any changes in representation on a yearly basis

Benefits and Compensation

- Benefits – will work closely with Human Resources on current benefits as well as make recommendations to HR for future benefits
- Salary and Compensation – review and assess the current salaries and compensations offered to staff within the University

Staff Issues

- Workplace – will be concerned with reviewing issues related to the workplace and assess the ability to find a workable resolution
- Development – will assess the current development opportunities and make recommendations for future staff development opportunities
- General – will pursue the assessment and resolution of all general concerns that are submitted by University staff

The above recommendations are based on comparable governance of University staff groups at benchmark institutions as well as all public Kentucky institutions.

Staff Congress Benchmark Study

Committee Structure of Staff Governance of Benchmark Institutions

Angelo State University

Staff Senate Standing Committees

- Staff Senate Relations Committee
- Staff Senate Recognition Committee

Arkansas State University – Jonesboro

Staff Senate Standing Committees

- Election Committee
- Recognition and Awards Committee
- Special Events Committee
- General Assembly Committee
- Educational Stipend Award Committee

Central Missouri State University

No apparent form of Staff Governance

Clarion University of Pennsylvania

No apparent form of Staff Governance

Delta State University

Staff Council

No standing committees

Eastern Washington University

No apparent form of Staff Governance

Edinboro University of Pennsylvania

No apparent form of Staff Governance

Fort Hayes State University

Staff Governance seems to be Staff Development Committee appointed by Provost and VPs

Frostburg State University

No apparent form of Staff Governance

Indiana State University

Support Staff Council Standing Committees

- Election Committee
- Employee Relations Committee
- Public Relations Committee
- Research Committee
- Salary and Employee Benefits Committee
- Scholarship Committee

Lamar University

Staff Senate Standing Committees

- Staff Compensation and Budget Committee
- Staff Issues Committee
- Audit Committee
- Committee on Nominations

Lincoln University

Staff Council Standing Committees

- Professional Development and Orientation
- Nominations and Election
- Bylaws
- Policies and Procedures
- Communications
- Special Events

Mansfield University of Pennsylvania

No apparent form or Staff Governance

Southeast Missouri State University

Professional Staff Council

No committee Structure

University of Tennessee – Chattanooga

Exempt Staff Council Committee Structure

- Compensation Committee
- Policies and Procedures
- Bylaws Committee

University of Tennessee – Martin

No apparent of staff governance

University of Nebraska – Kearney

Staff Senate Standing Committees

- Committee on Committees
- Election Committee
- Employee Recognition Committee
- Performance Management Committee
- Procedures
- Professional Development Committee
- Mentoring Committee
- Professional Conduct Committee with Faculty Senate
- Office/Service Depend Scholarship Committee

Western Carolina University

Staff Forum Standing Committees

- Governance Committee
- Public Relations Committee
- Human Resources Committee
- Resource and Environment Committee

Committee Structure of Staff Governance of Kentucky Public Institutions

Eastern Kentucky University

Staff Council Standing Committees

- Elections and Credentials Committee
- Issues and Benefits Committee
- Staff Recognition and Professional Development Committee
- Communications Committee

Kentucky State University

No apparent form of Staff Governance

Morehead State University

Staff Congress Standing Committees

- Credentials and Elections Committee
- Personnel Policies and Benefits Committee
- Fiscal Affairs Committee
- Standing Appointments

Murray State University

Staff Congress Standing Committees

- Communications Committee
- Credentials and Elections Committee
- Personnel Policies and Benefits Committee
- Staff Recognition Committee
- Staff Special Events Committee
- Working Conditions Committee

Northern Kentucky University

Staff Congress Standing Committees

- Personnel Policies Committee
- Personnel Benefits Committee
- Credentials and Elections Committee
- Liaison Committee
- Constitution and Bylaws Committee

University of Kentucky

Staff Senate Standing Committees

- Bylaws Committee
- External Affairs Committee
- Election Committee
- Institutional/Finances and Resource Allocation Committee
- Advisory to the President Committee
- Public Relations/Communications Committee
- Staff Issues Committee
- Staff Trustee Advisory Committee

University of Louisville

Staff Senate Standing Committees

- Plans and Policies Committee
- Credentials and Nominations Committee
- Finance and Economic Welfare Committee
- Staff Policy Review Committee
- Grievance Committee
- Services and Facilities Committee

Western Kentucky University

Staff Council Standing Committees

- Benefits Committee
- Budget Committee
- Campus Master Planning Committee
- Parking and Transportation Committee
- Staff Mentoring Committee
- Staff Excellence Awards Selections Committee
- Staff Leadership Program Committee
- Staff Wellness Committee
- Diversity Committee