

VALDOSTA STATE UNIVERSITY COUNCIL ON STAFF AFFAIRS (COSA)

Minutes January 14, 1997

Present: Bill Bennett, Holly Decker, Sandra Denson, Bill Filtz, Hazel Hewett, Mary Jane Keene, Dr. Louis Levy (ADR), Tommy Moore, Pat Rozier, Beverly Sharpe, Wanda DeWeese, Teresa Williams (ADR), Jim Yates, Tim Yorkey

1. The meeting was called to order at 8:20 AM in the President's Dining Room, Palms Dining Center
2. Special Order of the Day - Dr. Louis Levy is Chair of the ADR. He showed a tape on ADR and explained what it means. The tape can be checked out from Dr. Levy (#5950). ADR is Alternate Dispute Resolution. It is a process of resolving conflicts. The two trained mediators on campus are **DR LOUIS LEVY** and **DR RON BARNETT**. Some of the steps are:
 1. The mediator will insure that both parties come to the table **voluntarily**.
 2. Equitable -Each party should be on equal terms during mediation
 3. Brainstorm possible solutions
 4. Try to get parties to come to a compromise.
 5. Sign an agreement (contract). The courts uphold this to be a legal agreement.

In attempts to realize the value of conflict realizing that some organizational changes are needed which can result in conflict. It does not involve policy organizational structure. ADR will help create a more positive, friendly work environment.

1. Minutes of the December 10, 1996 meeting were approved
2. Treasurer's Report - By Bill Bennett

Balance Forward for December FY97 =\$2,500.00

Total Expenditures prior to December 663.89

Balance forward 1,836.11

Expenditures for December: 0.00

Balance Remaining 12/31/96 \$1,836.11

1. Committee Reports
 1. Communication/Election Committee - No Report
 2. Policy - No Report
 3. Welfare - A preliminary pamphlet is being drawn up for the Retirement Walkway by Charles Harmon. A meeting will be schedule in the immediate future.
 4. Salary Study - Is getting a computer analysis together.
2. Old Business - The Board of Regents said there will be a tuition wiaver

3. New Business - The vacation for next December 1997 was discussed. The majority of COSA agreed that we be required to take 3 days of Annual leave time on December 29, 30, & 31.