



## COSA MINUTES

Tuesday, May 9, 2000

Presiding Chair	Debi Parkhill
Members present:	Debi Parkhill-Britt, Sandra Denson, Holly Decker, Nina Windham, Pat Rozier, T.R. "Cat" Decker, Sammy Dees, Ruth Salter, Beverly Sharpe, Hilda Spell, and Inman Grimsley.
Members excused:	Ann Lacey
Members-at- Large	Pearl Everett
Guest	Dr. Louis Levy

The COSA meeting was called to order at 8:35 a.m.

### Special Order of the Day:

Dr. Louis Levy was invited to talk about Conflict Resolution at VSU. First there is no one person in charge of Conflict Resolution on campus, that's by design. We got the charge from the Chancellor in 1995. The Chancellor called for a system of Conflict Resolution from each public college and university campus. The Regents further amplified this when they said to establish a statewide Conflict Resolution program, which is well inter-graded into the peculiar institutional culture of each campus. The ultimate goal is not to do away with conflict, which can be useful, but to increase the quality of life on campus. In fact Dr. Bailey's announcement about Conflict Resolution he said enhancing the quality of VSU campus' culture through addressing problems in a matter that is both pro-active and effective which was a memo that went out to the campus in 1995. Well we assumed that everyone knew about this. But based on some of the comments I have heard we need to do a better job in letting people know about mediation and Alternate Dispute Resolution. Most disputes aren't resolved in many organizations and are allowed to fester. Sometimes they just lay around for twenty years. We decided not to establish an office and put a bureaucratic official in charge, because in rural settings people are hesitate to go into this kind of office and are real hesitate to talk to people they don't know. We felt that here in Valdosta this type of office wouldn't work. So we trained as many people we could afford for the mediation training. We try to do this on campus and have held workshops to help inform everyone on campus about Conflict Resolution. We do a lot of Alternate Dispute Resolution on campus, which are methods other than the formal methods of resolving disputes. 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. ADR will help create a more positive, friendly work environment. There is an ADR advisory committee on campus, which is made up a cross section of people, and their function is to sensitize the University to potential disputes. They refer potential disputes to my office, which is a clearinghouse for any institutional mediation and we do sometimes bring in outside people to

help us with some situations. The bottom line is creating a better quality of life for all of us. I like to think it's a service we do whenever we mediate a dispute. But I'm bound to tell you we will never do away with conflict nor should we expect to because conflict can be resolved in some cases and is essential in an organization. Sometimes it takes a nudge for things to change and with change there's conflict. In the next year we will be evaluating our mediation process. We will be doing surveys to see what can be done different or better. For any information please call me #3793 or email [llevy@valdosta.edu](mailto:llevy@valdosta.edu).

### **Approval of Minutes:**

The word deficit needs to replace the words deceits in the April minutes. The minutes were approved with this correct

### **Treasurer's Report -**

April Balance \$1196.95

Printing & Copying - 75.70

May Balance \$1121.25

The display board was researched and Nina found it would cost around \$225 to \$230 for the board with a case, Velcro tape, and shipping and handling. It was voted to go ahead and purchased this item.

### **Committee Reports**

Elections- Holly Decker reported that the election ballots are out. Closing date for all ballots to be returned is **May 12th**. We will have a committee meeting after this date to count the ballots and find out who the new members will be. They will be contacted to be at the June meeting. Also at the June meeting the executive board for 2000-2001 term will be elected. So anyone, who is on the board now, interested please contact me, [hmdecker@valdosta.edu](mailto:hmdecker@valdosta.edu) # 7179, or Debi [dparkhil@valdosta.edu](mailto:dparkhil@valdosta.edu) # 2608.

Employee Recognition- No report.

Policies/By-Laws- Ruth Salter reported the adding of the Public Relation Officer to the By-Laws. This was voted to be added to the By-Laws. The committee has also went through the By-Laws to made sure all are up to date and make any necessary changes and bring to the COSA meeting. See attachment at the bottom of minutes.

Welfare- Hilda Spell, chair, reported that the GSFIC has agreed to pay for the initial placement of the non-inscribed bricks, 8,800 bricks, for the Retirement Walkway. That amounts to almost \$12,000 that we will not have to fund. The Walkway fund balance is \$ 900.74 as of March 31<sup>st</sup>. I have a list of the bricks that have been purchased. I have drafted a letter to inform the retirees about their brick, who purchased it and when we will present the brick to be laid in the Walkway.

Recycling- Debi Parkhill reported that Dr. Ari Santas has resigned as the Chair of the Recycling Committee. Holly Decker reported since she

.Salary Study- No report.

Reports from the Chair:

Debi Parkhill reported that Beverly emailed her about the Parking Appeals Committee since Jill Ferrell needed at least 2 representatives from COSA to be on this committee anyone interested let Debi know.

The COSA newsletter that was sent out, we will be doing another one this month. Anyone who has any type of news can email Debi, [dparkhil@valdosta.edu](mailto:dparkhil@valdosta.edu).

### **Old Business**

Debi could not get in touch with someone at the YMCA, she will keep trying.

### **New Business**

The 7<sup>th</sup> annual University System of Georgia Staff Conference will be held at Polytechnic State University on October 5 – 6, 2000. Registration fee is \$35.00 per person before September 15, 2000 after this date it will be \$40.00. Any questions email [dparkhil@valdosta.edu](mailto:dparkhil@valdosta.edu))

The **VSU Staff Luncheon**, where 5, 10, 15, 20, 25, 30 year employees receive their certificates, **has changed dates**. It will be held on **May 24, 2000** at the **Magnolia Room / UC** at **12:30 PM** the cost is \$4.50 for lunch. Anyone with any questions can contact Gwyn Parrish # 5950.

There being no further discussion or business, the meeting was adjourned at 9:55 am and will meet again on June 13, 2000 at the **Dogwood Room @ University Center at 8:30 am.**

*Submitted by;* Holly M. Decker J COSA secretary