

Why couldn't we have a parking lot off campus specifically for students with a shuttle running all day round trip? San Francisco State has off campus parking for students with a shuttle service running continually; students are not allowed to park on campus at all. I believe this would free up many places that are now being used by students with irregular schedules. Parking on campus should be available for faculty, administrators, and staff that have meetings off campus and need to be back for another. With parking the way it is now if you leave campus, you cannot always get back for your second meeting on time.

- Cynthia Werner

of **note**

**DON'T FORGET THE FEE WAIVER PROGRAM!**

With the rush of the end of the fall semester to holiday happenings, don't forget this expanded program. Check out the Human Resources webpage at:

<http://www.humboldt.edu/~hsuhr/Feewaiver3.shtml>

You may also contact Tammy Curtis at x: 3626 for further information.

of **note**

**TOYS FOR TOTS**

Our campus participates in this wonderful program each year. These toys remain in Humboldt county, and eligible parents are able to pick out an appropriate toy for each child in their family. Local school campuses act as the distribution centers. The deadline for donations this year is Friday, December 13th. Please donate your unwrapped gift via the barrels on campus at the following locations:

**Veterans Upward Bound Office**  
- University Annex

**Psychology Department Office**  
- Harry Griffith Hall, Room 225

**Library** - Library, Room 108

**Plant Operations Office**  
- Plant Operations Building

**AIR Center** - Siemens Hall, Room 211

**Health Center** - Health Center, Room 219

**Student Business Services Bldg** - First Floor



*Happy Holidays!*  
*from the Staff Council*

**STAFF COUNCIL MEMBERS**

Edie Butler	x: 5602	efb7001
Kim Coughlin-Lamphear	x: 6256	coughlin
Denise Devlin	x: 4791	dld3
Susan Dodson	x: 3351	sad7002
Leslie Farrar	x: 5100	laf7001
Rhonda Geldin	x: 6213	rg4
Phil Hooker	x: 3177	gph5
Nancy Kelly	x: 3632	kellynan
Dave Marshall	x: 3957	dem1

HSU is an AA/EQ institution.

# Staff **DISPATCH**

The Newsletter of the Humboldt State University Staff Council

**INQUIRING MINDS WANT TO KNOW**

Over the summer Kumi Watanabe-Schock and I met with incoming President, Rollin Richmond. In that meeting we outlined the Staff Council mission and described some of the activities that Staff Council currently conducts, such as the Staff Dispatch, Staff Recognition Awards Program, Welcome Baskets for New Staff Employees, and the Staff Brown-Bag Lecture Series. President Richmond was very supportive of these activities and asked for any other ideas we might have in pursuit of our mission, which is shown below:

- 1. To promote the role of staff in the achievement of the mission of the University.**
- 2. To advise and recommend to the President on matters outside the scope of collective bargaining.**
- 3. To facilitate positive communication and cooperation among the staff across the campus.**
- 4. To recommend staff representatives for campus committees that are charged with matters outside the scope of collective bargaining.**

To take the President's request a step further, Staff Council members decided to act as "roving reporters" and solicit input from our staff colleagues. We asked staff members across campus the following question:

**"If you could advise the new President on an issue that you feel is important to staff members at HSU, what advice would you give him?"**

This issue contains a sampling of the replies we received.

Nancy Kelly  
Staff Council Chair



Dear Staff Colleagues:

*I have had the pleasure of meeting some of you in my short four months as your new President. Many of you have expressed your good wishes for my tenure as your President, and I very much appreciate your support and help. It is no surprise to me that the success of Humboldt State University is due in no small part*

*to your contributions to the leadership, daily work, and indeed spirit of our University. Thank you for all you are doing.*

*Over the next few months, the University will be engaged in an effort to update and extend its Strategic Plan. All of the constituencies of the University will play a part in this process, and I encourage you to become involved. We will shortly name a steering committee to guide the process that will include staff representation. HSU must change and grow and the University will need your important perspective to develop new strategic directions that will serve us all well in this new millennium.*

*My own reading of the University's history and values suggests that we should focus on the following objectives in the next few years:*

- Academic excellence and student centeredness
- Diversity of people and their perspectives
- Social and environmental responsibility
- Community involvement

*I encourage you to do all you can, even before we have a revised strategic plan in place, to further these objectives. Staff often make the difference between an acceptable outcome and true excellence.*

*Please accept my best wishes for a happy and restful holiday season. I hope your time with your family and friends is a source of joy to you, and that you will return to your career at Humboldt State University with renewed commitment to our joint success.*

Sincerely,  
Rollin C. Richmond, President

• **If you could advise the new President on an issue that you feel is important to staff members at HSU, what advice would you give him?**

I think parking is an on-going, serious issue at the school for everyone. I know there are "plans" in the making to correct the problem (a plan for a parking structure to be built that probably won't be completed for years) but anything to expedite this would be helpful. Maybe varied and slightly different working hours would help? (Like from 7 - 4 and 9 - 6 or something like that?)

- Angela Brown

My only input would be that he stay as visible as possible! He is a very personable and approachable person and I would ask him to please remain so! Communication with ALL staff is so essential...it seems to have been a missing link in the past and without it some have felt orphaned and their opinions/grievances are not heard. We are all here to do the very best job we can for our students and the only way we can do so is if we have a united front.

- Andrea Martin

A recurring comment I hear from fellow staff members, both on the academic side and administrative side, is the general lack of respect and appreciation by faculty and administrators. Staff often are not included in decisions that directly affect their ability to perform their jobs well. They are not used as a resource to improve processes and procedures. Their "good ideas" are not encouraged.

The nuts and bolts of the University lie in the quality of staff. From my vantage, staff are an untapped and undervalued commodity. Because HSU is one of the best employers in our area, we are able

to recruit very intelligent, highly motivated people to perform in staff positions. It would be prudent for the University to recognize, utilize, and compensate the talent base they have at their fingertips.

My personal experience has been that I do feel valued, and my input in decisions that affect our department is solicited and listened to. I feel "a part of" and, as a result, I show up with a good attitude and a desire to work hard. I attribute this directly to the Director of our Department. I have heard many staff comment about how lucky I am. I strongly feel my experience should be the norm, not the exception.

- Joyce Baltierra

I really believe that one of the important strengths of Humboldt is that it is student-centered. Speaking personally, this is one of the main reasons my son will probably attend Humboldt as an undergraduate. The people who create a student-centered atmosphere are faculty, lecturers, and staff at all levels; I try to remember this and do my part when I help students in the Library. I hope through your actions you will encourage the entire campus to keep this ideal in the forefront of day to day activities.

- Laurie Maxwell-Chamberlain

I would love to see a more united campus with less of a rift between the faculty and staff. I believe if he shows genuine appreciation and consideration of the staff, it will positively impact the attitude and actions of the faculty. We all have the same goal in mind and that is an excellent educational experience for the

students. I would love to see more recognition of the vital role that staff members play in that process.

- Christi Hawkins-Smith

Please continue being visible and involved, both on campus and in the community. You are off to a great, and refreshing, start.

Please advocate, and urge the Chancellor to advocate, for affordable health insurance for all CSU campuses; it just isn't right that those of us working on campuses in rural areas have to pay more.

- Julia Graham

For prospective campus administration candidates, please keep the focus on character, competence, and talent. If those traits are equal among the final candidates, diversity must rightfully be the deciding factor.

- Jim Berning

I would advise him to highly recommend that everyone (faculty, staff, administration, etc, etc) use MeetingMaker so that the hours spent trying to schedule meetings could be more productive. If those of us who schedule meetings could narrow down possible dates and times, it would make it much easier to finalize the details. I bring this up because I just spent over an hour this morning trying to schedule one meeting for four individuals, two of whom do not use MeetingMaker. Along with my time, I had to talk to each of these people multiple times throughout the course of the morning, and I'm still waiting on final confirmation from one of the people.

- Jan Mueller

I think the one and major thing that comes to mind for me is the insurance situation. When we had the option of Health Net it was a cost of \$20 per month for a family of 4 and with the new insurance it's over \$120 per month for the same family of 4. This is quite a paycut for staff in the long run. As big as the CSU system is, it is hard to believe that we have no more options to choose from as far as coverage goes. When I worked at College of the Redwoods, we had very good health insurance and it was at no cost to the employees.

- Teri Bronder

The most immediate thing I would like to see changed is the lack of firm budget for such extended periods of time. It would be so much nicer if we could get real numbers earlier in the game - even if they changed later, at least we could be moving forward with a plan in mind. I know this system has worked for many years, and those who have been closest to the budget have gotten used to the nebulous nature of it; but since this is my first experience working closely in the planning process, it is a bit unnerving as it currently functions. Also, I think going back to a position-based funding might be helpful.

- Mary Jo Bates

It worries me that we are required to increase our enrollment, but we don't have the teaching facilities for additional students. In addition, many offices are understaffed and already find it difficult to support the students that we have. If enrollment increases, I would like to see more clerical positions on campus to support these students. I would propose to the President that we consider opening more entry-level clerical positions to support offices. Many of the clerical workers have worked at Humboldt for at least 10 years. Their jobs have expanded and they are

required to learn and apply technical skills. In the meantime, there aren't enough hours in the day to get all the basic work done. Offices could use receptionists, file clerks, data processors and community members would receive gainful employment and training and provide them with "a foot in the door" at Humboldt.

- Carla Douglas

Parking would be high on my list of issues.

- Vannat Chiem

As far as any advice to the Pres... none I can think of. I've been impressed so far by how personable and interested he seems to be. I spoke with him at a luncheon on Thursday and he really was easy to talk to and seemed sincere. What a change!

- Marilyn Hoover

(1.) Create reduced-fee carpool parking permits and designated parking spaces. (2.) To assist visitors, affix building names on doors to all buildings. (3.) Eliminate most interdepartmental charge-back fees. Require service-oriented departments to prioritize projects and develop a process for how those decisions are made. (4.) Expect that significant department decisions and projects will answer this question, "What other departments were consulted and what were their comments?" (5.) Develop a new menu for the faculty/staff picnic.

- Andrew Jones

WE HAVE MET THE COMMUNITY--AND THE COMMUNITY IS US! Humboldt State University staff are a largely untapped resource for HSU to connect with the local region. Among HSU staff members are elected and appointed local government

officials, long-time businessowners, members of community boards of directors, and active leaders in community issues. Many of us go home each night to partners, family members, and neighbors who are also community leaders. HSU staff leadership, deep roots, and long-term, heartfelt commitment to the North Coast are valuable resources for improving the University's relationship with the community.

A significant number of HSU staff have lived and worked in the local community for most of their lives. Since most HSU administrators have lived here less than three years, and about 25% of HSU faculty are also newcomers to the region, it will serve the University well to also seek staff input in building partnerships with the community. A truly inclusive, inviting, and sophisticated process for soliciting staff input in strategic planning and involvement in implementing initiatives to engage with the community would provide a practical grounding and political astuteness that you can only get from firsthand experience and personal connections of having lived here a long time.

In general, HSU staff enthusiastically applaud Dr. Richmond for the priorities for his first year that he announced at the Opening Session. Now there's an interest in "joining the team" and an eagerness to help him succeed. A specific suggestion might be periodic email reports similar to Chancellor Charles Reed's means of both reporting and inviting input from the CSU community. This email method, combined with occasional meetings with different groups of staff, are likely to be all it would take to keep staff informed about avenues for their involvement in community bridge-building and the "HSU team."

- Maggie Gainer

**Interview: KIM GLORY**

*Interview with an HSU Veteran*



It seemed fitting on Veteran's Day to call Kim Glory for an interview. Kim is a police officer with Humboldt State University's Police Department, but he also served his country recently as part of the Army Reserve National Guard. Over 50,000 National Guardsmen were called to active duty following the events of September

11, 2001. Even though we didn't make connection until several days later, here is a Veteran's Day story on Kim Glory.

After hearing the news last September 11, Kim immediately reported to the Armory in Eureka. He and nine of his fellow guardsmen reported in to provide security at the Armory. Within a few days they were called to active duty. Kim spent the next ten months in Fort Lewis, Washington. His unit's primary mission at Fort Lewis was four-prong, including: (1) police duty, (2) gate duty, (3) physical security, and (4) training. Kim's job at the base was Assistant Armor, working with weapons; he attended armor school and combat license training. Kim has seen some changes at the base since his last active duty, many

are a direct result of September 11. It's no longer an open base where anyone can drive in. All ID's are now checked thoroughly at the gate. There is a barricade in front of the commissary and exchange to prevent explosives from being driven in. The base is much more heavily protected than before.

Kim was very adamant in stressing, "Don't forget those he left behind." He got lots of support from his family, his coworkers, and the University. He was taken away from his family and his job and those he left behind had to take up the slack in his absence. Kim was able to take short leaves from Fort Lewis for two important events. He came back to test for a promotion

and has since been promoted to Sergeant upon his return. He was also allowed to see his son graduate from the Marine Corps' boot camp. His son is now serving in Okinawa.

The Army National Guard has a dual purpose: to provide states with units that are trained and equipped to protect human life and property and to provide the nation with units that are ready to defend the United States. Kim has done just that. He served four years active duty in the Navy and he has spent the last eighteen years in the National Guard. Some distinguished past service includes the 1987 fires at Happy Camp and the 1992 riots in Los Angeles. Kim Glory deserves our heart-felt thanks. ● ● ● ●