

## **Classified Personnel Advisory Committee (CPAC) Frequently Asked Questions**

As a part of CPACs continuing commitment to opening lines of communication, we have added this section to our website. If you have a question and can't find the answer, submit it through the link on our home page and we'll try our best to find the answer. We will periodically update this site and hope to make it a useful place to share important information.

**Q: What is the University Administration doing to address the wage compression issues?**

Mr. Richard Norman addressed this issue at each of the Open Sessions [in 2006] by saying that the Administration recognizes there is a problem and is working to find a fair and equitable solution. It is hoped that by implementing the zone increases over a two year period, some of the compression issues will be alleviated. For more detailed information, please contact Kate Stoss, Director of Compensation, Employment and Technology at 529-3131.

**Q: How is the membership of CPAC chosen?**

The membership of CPAC is chosen from the individuals who have either been nominated by their peers or by themselves. The current committee membership reviews the nominations and makes recommendations to the Office of the President, where the final decision rests. Care and consideration are given to the nomination documentation and the division in which the nominee works. Because it is a Presidential Committee and the committee membership is by Presidential

**Q: How am I able to ensure that I can attend Job Enrichment activities and seminars if my supervisor is not supportive?**

If you are having difficulties getting permission to attend seminars and other Job Enrichment opportunities, please contact Marsha McIntosh (529-4116) and she will help you work through the challenges you are facing. CPAC has been assured by senior administration of the university's commitment for employees to continue to learn and to participate in the opportunities provided through the Job Enrichment Programs.

**Q: Where can a Miami University employee go for financial assistance?**

- BUTLER COUNTY, OHIO 211 (NOT ACCESSIBLE FROM A CELL PHONE)
- OXFORD FAMILY RESOURCE CENTER 513-523-5859
- HAMILTON / FAIRFIELD, OHIO 513-785-3095
- MIDDLETOWN, OHIO 513-727-3215
- PREBLE COUNTY, OHIO 800-917-3224
- LIBERTY, INDIANA 765-966-1795

**Q: Where are we with the revisions/updates to the SATSS Handbook?**

CPAC is provided the opportunity to review the SATSS handbook in preparation for revisions. The most recent revisions in printed form were finalized in 2006, and the Department of Human Resources regularly reviews the handbook for updates. The Department of Human Resources website provides the latest version online ([www.muohio.edu/personnel](http://www.muohio.edu/personnel)).

**Q: How long should it take for a job audit to be completed?**

The time will vary from department to department. If you have a specific question regarding an audit, please contact Denise Ison at 529-3137 or you may email her at [isondr@muohio.edu](mailto:isondr@muohio.edu).

**Q: Can staff ride the Metro at no cost?**

Yes, faculty and staff are not required to have a pass to ride the campus express routes. For more information, see the Parking Services website at <http://www.units.muohio.edu/prk/>

**Q: Some businesses, institutions and employers allow their employees to donate sick time. Is that an option at Miami?**

The short answer is there are far more negatives than positives with these programs so at this time, donating sick time is not an option at Miami University. Some of the potential areas of concern are that the fair and equitable management of these programs is difficult at best. In addition, it is not possible to predict the future and should someone choose to donate hours and then have a catastrophic illness, they may not have the hours they need for themselves. These programs also create a significant financial liability for the University and funds that could be used in other areas (ie, salary increases, new positions, etc.) must be held in reserve. Further questions should be directed to Carol Hauser, Senior Director of Human Resources, at 529-3131 or you can email her at [hauserca@muohio.edu](mailto:hauserca@muohio.edu).

**Q: Has there been any consideration given to offering a buy out?**

At this time, a buy-out is not a financially feasible solution. Given the number of staff who are eligible and the cost of replacing them, there would not be any financial benefit for the staff, the administration or the University as a whole.

**Q: Are staff from the regional campuses eligible for CPAC membership?**

Yes, all SATSS staff are eligible for committee membership. One SATSS staff member from each of the regional campuses sits on the CPAC committee.

**Q: Now that I am an employee of Miami, can I take non-credit courses at the university?**

Yes, through the Office of Lifelong Learning. They also offer professional development courses where you can earn Continuing Education Units (CEUs). Please contact the office at 529-8600 or visit their website at [www.units.muohio.edu/continuingeducation](http://www.units.muohio.edu/continuingeducation) (NOTE: **The MU fee waiver does not apply to Continuing Education Courses**)

**Q: Can employees use the Recreational Sports Center?**

Yes, contact the center's membership office at 529-8181 or visit the website: <http://www.units.muohio.edu/rsp/RSCWeb/RSC/>