

Staff Employee Advocacy Council

Regular Council Meeting: March 9, 2022

Agenda

Attendance: See “2021–2022 Attendance” spreadsheet

Excused:

- A. Welcome/Call to Order
- B. Approval of Minutes from February 2022
 - a. Motion: Mike Jacobs
 - b. Seconded: Jon Plant
 - c. Approve: Approved
- C. Executive Committee Report
 - a. Budget- Subcommittee Chairs, please get exec team an update on what you plan to spend the remainder of fiscal year so we can make sure we are spending everything allocated
- D. Administrative Meeting Report
 - a. Met and updated President Padilla and asked about rumor mill
 - b. ERIP
 - i. Staff unrest after dust settles; what will happen and when will we know what will happen afterwards
 - ii. July board meeting will be when things are able to be see where things shake out.
 - c. AD Search
 - i. Underway
 - ii. Committee has been chosen
 - iii. Send in recommendations
 - d. Discussion: What are some things that would support staff/make them feel supported that are not connected to compensation?
 - i. Student wage competition
 - ii. Child care for younger faculty/staff
 - iii. Increase vacation days
 - iv. Modified summer schedule - [Voluntary Reduced Summer Schedule Policy](#)
 - v. 4 day summer work week - [Flexible Working Schedule](#)
 - vi. Compassionate leave policy
 - vii. Better fringe benefits- special rate for under \$30K
 - viii. Local partnerships- discount programs

- ix. Extending rollover vacation days (or eliminating the rollover rule in general)
 - 1. Sick time bank- rollover
- x. Housing support in more affordable category
- xi. Flexible time equitability
- xii. Short term professional development policy- flexible
- xiii. Orthodontic coverage
- xiv. On campus childcare
- xv. More relaxed dress code
- xvi. Reestablish HSAs
- xvii. Tuition exchange covering employee's masters/doctorate degrees

E. External Committee Reports

- a. Campus Community Policy Committee (CCPC)
 - i. They met
 - ii. Short meeting
 - iii. Class scheduling Grid time slots- what could they look like?
 - iv. Different academic calendar ideas
- b. University Council
 - i. Athletics discussion- how is time away for student athletes decided
 - ii. Jason Kutch- signage and wayfinding concerns
- c. Investment Oversight
- d. Fringe Benefits - Kevin - Propose extending the reduced Health Insurance premium to Employee + Children making under \$30K annually. It is currently offered to only Employee only making under \$30K.
- e. Strategic Planning — each group's initiatives are due by the end of the month so that Credo can review and report their feedback
 - i. Unparalleled Experience
 - 1. Met to discuss each subgroup's specific initiatives for four items (Prepared to Lead, An Outcome & Retention Focus, Enhancing Belonging & Inclusion, & Collaborative High-Impact Practices) & talked over their logistics
 - ii. Uncommon Relationships
 - 1. Continuing to narrow key big ideas as well as logistics for our four focus areas (Prepare to Serve, Laser Focused Local Partnerships, Exploring Entrepreneurial Capital & Alternative Revenue, and Engaging Alumni and Advancement Supporters)
 - iii. Unmistakable Value
 - 1.

F. Chief of Staff — Rebekah Arevalo

- a. On vacation
- G. Internal Subcommittee Reports
 - a. Representation — David Hansen
 - i. Updated election timeline-pushed back dates to elect in May vs. April
 - ii. Discussion: How to best nominate staff members
 - 1. Tailor message to each type of employee (hourly vs non hourly; work from home vs on campus; we have hybrid meetings)
 - 2. Postcard idea is great! Benefits of being on SEAC as well as nomination
 - 3. Update member list
 - iii. Suggestion: Each current SEAC member should nominate 3-4 staff members
 - iv. Reviewed roster to determine vacancies, re-elections, time remaining in terms (emails to follow). (Early Retirement members-June 30)
 - b. Staff Appreciation Events — Carrie Palkovich
 - i. Committee did not meet in March as of yet.
 - ii. Basketball game event
 - 1. Jennifer Z and Jennifer E. handed out the SEAC cups we had made. They estimated that we gave out 100-125. A small stack was given to Ryan Cole for new staff bags and the rest were put in SEAC storage. We had a quick, 1-person game during the 2-minute media time out (30 seconds to make a layup, free throw, and 3-pointer). Our participant (Sandra Keith) didn't win, but received a consolation prize (lanyard and magnet).
 - c. Staff Development — Chloe Kiser
 - i. Professionals book club is starting April 1st - first book is Good to Great by Jim Collins
 - ii. HR/Fin Aid/Payroll/Admissions info session - April 6th at 10 AM in CLR 205
 - d. Staff Recognition — Jennifer Easthope
 - i. We met Thursday, March 3, 2022
 - 1. Good number of nominations!
 - ii. February 2022 Employee of the Month: Ann Weitgenant-Congratulations!
 - 1. Presentation will be: Tuesday, March 15th at 9:00am
 - a. Calendar invite to follow
 - iii. Trifold update

1. Everyone should have received theirs via-campus mail
2. A small stack went to Ryan Cole for new employee bags
3. Extras went in SEAC storage in the Union
 - a. Thanks, Theresa!

e. New Employee — Ryan Cole

- i. We met on February 18th to pack welcome bags.
 1. Bag Items include: Christus Rex Keychain, Founders Meal Voucher, Shield of Character, SEAC Notepad & Pen, and University Prayer Book, SEAC Cup, SEAC Flier, Masks
 2. Waiting on a handout from Mail Center, Bookstore, and Library.
 3. Other potential campus partners to highlight for future bags include One Card, Theater, Music, Brauer Art Museum, Athletics, Rec Sports, and Union Game Room.
 - ii. Potential Budget Expense
 1. Considering purchasing small denominations of Chamber Gift Certificates for each new employee. Need to ask Jennifer Zatarski if there would be an issue with this.
 - iii. Plan to hand out bags in next couple weeks and rest will be put in storage
 - iv. No additional updates on mentoring initiative currently
- f. Faculty/Staff/Student Relations — Justin Hunt & Chloe Kiser
- i. Had the informal mixer in February

H. Old Business

I. New Business

- a. DEI training day: April 1st 11:30-12:30 lunch with all training attendees, 12:30-1:30 PM SEAC discussion with DEI consultants - please respond to the calendar invite to RSVP!

J. Announcements

- a. Mail center is in Weseman
- b. Turn on MFA
- c. Our next meeting will take place **April 13, 2022**
 - i. 2:30 to 4:30 in the Harre Union **Brown & Gold Room**

K. Adjournment

- a. Motion: Peggy
- b. Second: Mike
- c. Approved