

Minutes  
June 11, 2020  
Virtual via Zoom  
10:30am – 11:30pm

**Members Present:** Kristina Allen, Missy Allen, Barbara Auman, Rhonda Beecroft, Sarah Ber, Patricia Bolton, Pam Chamberlain, Debbie Considine, Susan Crist, Nancy Hall, William Hamilton, Jamie Hays, Todd LaComba, Morgan Leek, Katie Lugar, Pamela Malone, Tracy McDaniel, Alisha Moorhead, Angie Napier, Tina Pitts, Brooke Porter, Shane Sizemore, Elizabeth Tomlinson, Roxanne Torrence, Kelly Wright

**Members Excused:** Robert Bandelt, Elonda Ervin, Deborah Woolard

**Members Unexcused:** Anthony Hernandez, Karen James

**Guests Present:**

Call meeting to order at 10:37am (Todd LaComba)

Guest Reports

**Faculty Senate Report**

**Dr. Liz Brown, Faculty Senate Chair, [liz.brown@indstate.edu](mailto:liz.brown@indstate.edu)**

**No report**

Faculty Senate has had an Executive Committee meeting and there will be a full Faculty Senate meeting next Thursday to deal with all of the issues with the reopening. Dr. Brown reiterated how grateful they are for staff to help support our students.

Questions and answers

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**Student Government Association**

No report

**Human Resources Report**

**Rick Enyard, Executive Director Human Resources/ADA Coordinator**

**[Richard.enyard@indstate.edu](mailto:Richard.enyard@indstate.edu)**

HR has been quite busy with Covid 19 scenarios they are dealing with as far as return to work. Trying to bring everyone back as safe as we can. Dr. Enyard asked how the Qualtrics survey how been going for the daily health assessment. For those that have been on campus have said that

it is simple to use. HR is helping with the revision of the Title IX sexual harassment policy. There are some major changes in the title IX regulations so they are revisiting that policy.

They hope to have that ready for review by Board of Trustees at their next meeting.

#### Questions and answers

- Has there been any discussion about employees being sent home after thanksgiving break like the students? This will be done on a case by case basis. Right now they are focusing on getting everyone back on campus by August 3<sup>rd</sup>. But there has been no word if faculty and staff will be working from home after thanksgiving break. Things may change dependent upon if a second wave of positive cases comes back in the fall.

#### **Approval of November Minutes**

May Minutes were presented for approval. J. Hays made a motion to approve the minutes, seconded by T. McDaniel. Minutes were approved with no corrections 24-0-0.

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

The treasurer's report was presented for discussion. No changes since the last report.

#### **Executive Committee Report (Todd LaComba)**

- The Executive Committee met with VP McKee and discussed the return to work procedure. They are working on a specific procedure for those that want to extend the return date.
- Discussed the situation going on regarding George Floyd and social justice resources.
- A question that was brought to Executive Committee was if a staff member is arrested during a protest, how that effects their standing in the job. This similar to DUI, there is no formal hearing at ISU. This would be different than domestic battery which is more severe.
- Rex Kendall is out for family emergency to the representative for the Homecoming committee will be coming soon.
- Summer Retreat will be July 23<sup>rd</sup> from 8:30am – 1:00pm in Dede I. This will allow us to social distance. We will probably have 3 per table with working groups. The agenda is in the works and will be coming soon. Zoom will be available for this

but we would prefer you attend. Zoom is plan B. More information will be coming soon.

- Committee meetings have been set up and everyone has been sent an email regarding those meetings. If you did not receive an invitation, please let Morgan know.

### **New business**

K. Lugar proposed that we draft a Staff Council statement regarding racial injustice and to gather feedback from the employees. It's a great opportunity to gather feedback from the employees and learn what we can do to our support our employees particularly our black employees and employees of color. Anyone interested in working on draft statement please let T. LaComba know as soon as possible.

K. Wright is drafting a grid that shows what the policy changes are and wants to send these out to Staff Council to review. Get the draft to T. LaComba or R. Torrence and they will get this out to the rest of Staff Council.

### **Old business**

- The 2019 – 2020 Staff Council Spirit Award winner is Alisha Moorhead. Congratulations Alisha!
- The 2019 – 2020 Sycamore Staff Award vote was conducted and Rhonda Reed was selected as the winner. Congratulations Rhonda! An award will be presented to her at a later date.

### **Standing Committee Reports**

Committees have not met yet so there are no reports.

#### **Staff Relations**

#### **Public Relations**

#### **Staff Benefits**

#### **Staff Emergency Fund Sub Committee**

**Todd LaComba, Committee Chair, [todd.lacomba@indstate.edu](mailto:todd.lacomba@indstate.edu)**

We are still waiting to hear back from OIT if they can help with the process that we are proposing so they can proceed. He hopes to have something for the August meeting.

P. Chamberlain encouraged everyone to go like our Facebook page and invite your co-workers to like our page also. This is one of our biggest communications so please like the page and encourage others to do the same.

The meeting moved to closed session.

A. Moorhead made a motion to adjourn the meeting, seconded by T. McDaniel .

Next meeting: **July 23<sup>rd</sup>, Staff Council Retreat, Dede I 8:30am – 1:00pm**