

Minutes
November 14, 2019
Dede II
10:30am – 12:30pm

Members Present: Barbara Auman, Robert Bandelt, Rhonda Beecroft, Patricia Bolton, Jerry Caskey, Melissa Chase, Debbie Considine, Thomas Everett, Sarah Froderman, William Hamilton, Jamie Hays, Karen James, Todd LaComba, Morgan Leek, Michelle Lewis, Pamela Malone, Tracy McDaniel, Alisha Moorhead, Angie Napier, Elizabeth Phillips, Tina Pitts, Brooke Porter, Roxanne Torrence, Deborah Woolard

Members Excused: Kristina Allen, Susan Crist, Monica Larsen, Raine Lee, Shane Sizemore

Members Unexcused: Barry Overpeck

Guests Present:

Call meeting to order at 10:32am (Todd LaComba)

Guest Reports

ISU Administration Guest

Andy Morgan, Interim Vice President of Student Affairs, andy.morgan@indstate.edu

United Way Presentation

United Way representatives, Richard Payonk and Danielle Isbell, gave a presentation about what the United Way does for the community. They have a new website, www.uwww.org/choose. Donations can be made directly online or with the ISU pledge form that you should have received. You can make designations on both.

Questions and answers for United Way

- Are the changes exclusive to Wabash valley? The changes are being implemented in other United Ways across Indiana. About 1/3 are moving in this direction
- How is the 10,000 families gauged? ALICE Project is national program and goes through a biennial review. They will report to the public when these reports are available.
- What Illinois County is included? Clark

Interim VP Andy Morgan

VP Morgan has been serving as Interim Vice President of Student Affairs since June. He has been Dean of Students for over 22 years on various campuses. The mission of student affairs is to help the academic mission of the university and to help students feel included on campus. They have found that involved students are more successful. They are working to get

additional counselors for the counseling center and the health and wellness fee will help expand the counseling center. The Sycamores Cares Program is more of a triage service and this helps the students get the services they need.

VP Morgan opened the floor up to questions.

Questions and answers

- Does the food pantry take coats, hats and gloves? The food pantry will take clothing items as well food items. You can send students to the Sycamores Cares Program to help them find the items that they need.
- Does the mental health programming fee start next fall? Yes the fee will begin next fall and the fee is \$40 if you are enrolled in 6 hours on campus courses.

Faculty Senate Report

Dr. Chris MacDonald, Faculty Senate Chair, chris.macdonald@indstate.edu

No report

Questions and answers

- Is there an issue with students not having books to purchase at the bookstore? It seems the Issue comes up repeatedly and faculty aren't aware that bookstore doesn't have books for the first day of class. They had bookstore reps attend faculty senate meeting and they are trying to improve the communication from the bookstore. Faculty are suggested to scan the first few chapters to help those students without books.
- Is there a more stringent standard for staff that teach classes? They are examining the policy for anyone that is not regular faculty. The policies are not consistent, they aren't making it harder, just making it more consistent. No additional hurdles are being put in place.

Student Government Association

No report

Human Resources Report

Rick Enyard, Executive Director Human Resources/ADA Coordinator
Richard.enyard@indstate.edu

Salary increases will be 1% and applied beginning January 2020. Targeted salaries are still being reviewed. No guarantee they will be offered but it is looking very positive that they will be

offered. Joey Newport is the new benefits manager and Margaret Mary Welch is the new compensation manager. Erica is working on getting the names of those recognized for service at the recent service awards banquet out to campus. Recognition names – Erica is working on getting these names out to the campus.

Questions and answers

- Does ISU have a telecommuting policy? HR is looking at policies that need to be reviewed. There is a policy but not very good one.

Approval of October Minutes

October Minutes were presented for approval. T. McDaniel made a motion to approve the minutes, seconded by D. Considine. Minutes were approved with no corrections 22-0-1.

Treasurer's Report

The treasurer's report was presented for discussion.

J. Hays will verify that staff benefits has paid for flags for Veterans Day.

Executive Committee Report

Welcomed Morgan Leek to Executive Committee as Communications Officer.

December meeting is the holiday party and Executive Committee will supply food. We will do a gift exchange with a maximum of \$10.

New business

There was no new business brought forward.

Old business

By Law changes were submitted for the second vote by Staff Council.

J. Caskey made a motion for all general changes, including Amendments 2.1 through 2.4.7 with J. Hays seconding 23-0-0

J. Caskey made a motion for Amendment 4.1 – Remove Divisions and add a term limit of 2 consecutive 3 year terms. The representative must sit out one year after serving consecutive terms. T. Pitts seconded motion. S. Crist requested paper ballots. Motion passed 18-1-2

Standing Committee Reports

Employee Relations (report given by William Hamilton)

Nancy Hall, *Committee Chair*, nancy.hall@indstate.edu

The Employee Relations Committee last met on Tuesday, October 29, 2019. The committee continues to research and refine the guidelines and criteria for the Staff Emergency Fund proposal. We feel that the proposal will be ready to go forward to the SC Executive Committee in early to mid-February. Next committee meeting is November 26, 2019.

Public Relations

Roxanne Torrence, *Committee Chair*, Roxanne.torrence@indstate.edu

Homecoming Spirit Week winners were Melissa Chase and Kelsey Lumsdon, Financial Aid.

Harvest Party went great – I want to thank the committee for handling the event in my absence. Attendance slightly down but still had a lot of kids. Thanks to Michelle for making a lot of the arrangements.

T-shirt sales – a few items leftover. We have 3 of the fleece jackets (2 large and X-large), 3 regular t-shirts all X-large, 4 baseball style tees (small, medium and 2 large) and 1 medium hooded t-shirt.

We are taking orders for the ornaments. We have an ISU snowman, an ISU leaf ornament and a few Sycamore Sam ornaments left from last year. The deadline to order is November 27th. The link to order the ornaments is on the Staff Council webpage.

Staff Benefits (report given by Alisha Moorhead)

Sarah Ber, *Committee Chair*, sarah.ber@indstate.edu

The committee continued discussion with ideas for community service leave. Jessica Staff could not make the last meeting. Continue to discuss distance education fees for staff and how many that it affects. HR is looking over policies with slow progress. The committee invited Rick Enyard to discuss long term care insurance and they are looking at paid time off.

The meeting moved to closed session.

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

Next meeting: **December 12, 2019, 10:30am – 12:30pm, Foundation Office**