

Staff Council Monthly Meeting

June 8, 2017

In attendance: Abby Wright, Audre Brickey, Barry Overpeck, Beth Phillips, Chad Clark, El-Houcine Chaqra, Evan Boyer, Jamie Hays, Karen James, Marisa Vincent, Martin Collins, Matt Jenkins, Melissa Chase, Michelle Lewis, Patti Bolton, Roxanne Torrence, Seth Porter, Susan Crist, Tom Everett, Yolanda Barnhill

Excused: Angela Napier, Carolyn Rohlring, Chris Middleton, Debbie Woolard, JoEllen Ornduff, Laura Jenkins, Sarah Froderman, Tiffany Cherry, Todd LaComba

Guests: Diann McKee, Pam Malone

Meeting began at 10:32.

Diann McKee asked Council members for qualifications or qualities they would like to see in the new Associate Vice President of Human Resources. She also stated that the search committee should have a member from Faculty Council. Y. Barnhill asked if the title would be changing for the position. D. McKee responded that this had not been decided yet. E. Chaqra stated we need someone who can be proactive on retention and promotion of staff, who will ensure that folks are trained, and someone who values diversity. B. Phillips recommended someone with an outgoing personality but who isn't afraid to make the unpopular decision. S. Crist pointed out that we have gone through three wellness coordinators, and we don't get into the tougher issues. D. McKee responded that the new Human Resources head will decide the direction of the position. She also added that this person will continue to be the liaison to Staff Council. M. Collins stated that Wil is very approachable, no matter the level of the subject. He has also been very good with keeping confidence, which has been an issue in the department. B. Overpeck stated that with the growing student population and workload increase, there should be more of a focus on professional development. D. McKee agreed that technical skills are critical, and that there might be a suite of modules or sessions that could be put together for some sort of certification. D. McKee asked that if anyone had other thoughts to feel free to email her, call her, or set up an appointment. Y. Barnhill stated that since we are in this time of transition we could work on uniformity on policies throughout the university. We need to trust that one person is not going to be treated differently than another. She also said she hopes that the new person can unite the rest of the employees in the department. Wil is personable, but others are not. It is very discouraging to be bullied by someone from HR. There are times you can call that department and get different answers on different days. If you are being harassed or bullied by someone in HR, who do you go to? There has to be something done. Vacation time is one thing we don't have a uniform policy on. D. McKee stated that you all will have the chance to meet with all candidates during the interview process, and I encourage you to ask those questions of all the candidates.

Treasurer's Report – The check to the Foundation for the proceeds of the massage fundraisers, T-shirt sales, and ornament sales is still pending due to a question from the Controller's Office. It has been resubmitted and should be in the scholarship account soon.

Executive Committee Report – The committee met last week. They reviewed the meeting etiquette guidelines and the standard guidelines. Y. Barnhill asked if the item about the minutes from committee meetings was new. She stated that she had been told there was not a policy on this, so we need to stress this to the chairs that are not staff council members. R. Torrence clarified that there is a difference between minutes and the report given at council meetings. The report is given to the secretary for clarity and convenience.

Next the council responsibilities and the oath were discussed. B. Phillips will have B. Overpeck take these forms to first meetings.

The committee is also planning for the annual retreat. Once the location is set, travel authorizations will be distributed, along with a letter to your supervisor asking for your attendance. B. Phillips also distributed a food allergy questionnaire. Since we will be talking about the goals for council, please take time to think over possible goals.

New business – Faculty Senate has proposed a change to the academic calendar, moving the dates for Spring Break to coincide with Vigo County School’s break. Susan Powers asked for the Council’s opinion. to give opinion and advice. B. Phillips pointed out that this would make the first break be ten weeks into the semester and would impact the 8 week class schedule. M. Jenkins stated that it seems we are serving faculty and staff with this change, and not students. M. Vincent asked if students have been upset about the date before. B. Phillips said she wasn’t aware of any issues. S. Porter asked how this would affect staff on a day to day basis. C. Clark said it does feel like the students have more energy for the first semester than the second. M. Collins stated that it was rumored that Vigo County School Corporation might be changing their break date. K. James asked how this would be presented to S. Powers, since we don’t all seem to have the same view. B. Phillips said the list of comments and concerns would be given to S. Powers. R. Torrence said that the agenda item had been tabled at the last Board of Trustees meeting, pending feedback.

Committee reports –

Public Relations met, and discussed items for the upcoming year.

Staff Benefits - Sarah Ber thanked Roxanne and Barry for the opportunity to serve as chair. She suggested following up next year on the following issues: the evaluation process, retirement programs, status of the wellness initiative, and the Human Resources incentives page. The committee also asked if we had the same preventative care on Anthem as it was on Cigna.

B. Overpeck will be convening the meetings of committees soon.

The Council entered closed session at 11:47.

The meeting was adjourned at 12:13 p.m.