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| **Meeting**  |  | **Date** | March 18, 2019 | **Secretary** | D. Vincent  |
| **Chair** | Debra Israel |

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| **Attendees** | M. Affan Badar, Natalie Bulick, Debra Israel, Jin Park, Brad Venable, Debra Vincent, Ex-officio: Kent Games, Mark Green |
| **Absent** | Kevin Bolinger |
| **Guests** | Brice Yates, Interim Associate Vice President for Inclusive ExcellenceKatie Butwin, ISU General CounselAmy Demchak, Employee Wellness Coordinator |

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| **Call to Order Time: 1:01** | **Place:** Holmstedt Hall 280 | **By: D. Israel** |
| **Topic** | **Discussion** |
| 1. Approval of minutes (3/4)
 | Motion: Jin Park | Second: M. Affan Badar | Vote: 4-0-1 |
| 1. Additions to agenda
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| 1. Guests: Brice Yates, Interim AVP for Inclusive Excellence and Katie Butwin, ISU General Counsel
2. Guest: Amy Demchak, Employee Wellness Coordinator
3. Chair report
4. Report from Exec Comm liaison
5. Education Benefits
6. Instructional Budget
 | 3. K. Butwin discussed summary of AA, goals met, next year’s goals, and what we are doing to meet the goals. Pay equity – look at broad groups, how do we compare to other universities? Does ISU have an issue? Need to increase candidate pools with diversity, question what other recruitment efforts are made. 4. A. Demchak discussed wellness screenings and areas where ISU employees are making improvements. – fewer smokers, HDLs overall have increased. However, areas of deficits – increased rates of inactivity and metabolic syndrome. 75% of those who were screened were obese. Overall, self-reported stress has dramatically increased. EAP can be utilized. Smoking cessation and tobacco use programs. Emerging interventions for faculty – working on crisis intervention and stress management. Request from committee that perhaps walking paths could be laid out in buildings, as well as outside that indicate # of steps, calories burned, and length of ambulation (?miles). 5-8 deferred until next meeting due to lack of time |
| 1. New Business
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| **Next Meeting** | April 1 at 1 – 2pm HH 280 |

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| **Adjournment** | 2:00 PM |
| **Recorded by** |  D. Vincent  |