

Staff Council October 11, 2018

10:32 am Call order: Chaqra

Reports:

UNITED WAY:

Daniel Isbell & Richard from United Way presentation

No longer focusing on \$ but on people

Working on enriching community

Old way vs New way

Collective impact – stats: non-profit register, county by county

VIGO County: 1451 non-profits in VIGO alone

Charitable giving: 2015 – 46,000 tax returns, 6,000 itemized stand deductions,
equated to \$35 mil

Moving towards model: comm conversations what needs have to happen

Cycle of generational poverty

Asset limited income constrained employed ALICE (report)

Vigo family 4, 2 ad, 1 inf, 1 tod – need annual \$49,000

Govt considers poverty \$25,000 so above family gets no assist.

68% jobs pay less than \$20/hr

40% of Wabash valley are in ALICE population, 53% in TH

GOAL - Help 10,000 to get out of struggles and into stability

HOW DOES UW DO THIS?

Focus on social issues, not money

Convince other non-profits, businesses, manufacturing bus, gov't, sit on councils to
focus funding

Education, health, financial stab, neighborhoods

Grant funding

Request for proposal to providers, what you need to better child care to grow
child care position's (level 3 or 4)

Collective impact – resources good, but combined with community it's successful

CHEVY gives car away – Chevy Spark

Give \$25, gets entry for car

LILY FOUNDATION

Matching grant

Volunteerism: Volunteer Wabash Valley

Info for councils on website, doing lunch and learns about as well

Do we have a COP house here? – Not currently, hoping impact council will help to start

(ask for copy of UW presentation)

Junior Achievement:

Brett Taylor, District Mngr: 812-230-8568 c, 812-232-6230 Off.

Hands on engaging programs

Celebrate 100 yrs next year

Donations great but big push for volunteers in classroom and mentors

Want to Volunteer? 30 min once a week, provide programming and tools

Benefits: impacting students' lives, comm bldg., recognition by comm of someone who CARES, employees feel empowered to make a difference and learn to lead

Lacking volunteers, taught 30 classes previous year (told personal impacts of volunteering)

SGA:

Nick & Sarah

Initiative:

Mental Health Plan, revise, 68% of students polled would be willing to pay a fee

No set fee yet

Copy will come to SC and FS

Final report NOV. Hope to be on ballot in March

Hope plan will come to fruition in Fall 2020

3 yr review process

Voter registration – *want to be poll worker, get in touch with Nick*

Diversity week in November

Faculty Sen:

Dr. Tim Hawkins:

Push from Academic Affairs from enrollment mngt task force

Addressing challenges and long term planning, admissions and retention

Meeting next week – to create faculty ombudsperson for advice for faculty. Avoid triggering grievance process, designed to step outside what already exists, informal level

Publicize events help – offer space in musings(sp)

Biennial Review – Completed revision, original biannual review had 3 tiers. Remove ‘exceeds expectations’ from biannual review. Coming review will meet expectations OR not.

Power to create merit pay system within departments, for what best applies to them

Question regarding 24% decrease in budget from provost mtng: Not discussed in FS for reduction on Academic side.

HUMAN RESOURCE:

Rick Enyard:

Introducing Wellness Coordinator, health screenings (last week)

putting together wellness committee, obtain/volunteers to be wellness ambassadors

Amy Demchak

Goal – bring resources / programs to employees and family members to health and well being

Wants to know what needs we want ☺

1st 3 Wed at noon, next 2 Wed at 5pm (HHS bldg.) Partnership with Dr. Taply (sp) and students – bring in professor to help people with diabetic, pre-diabetic, family members with diabetes. Preventative and self-care

Exercise class at end of program to help people take first steps to self-care

Wellness survey going out, putting together programs in area of interests

PR Comm:

Homecoming, tram – walk or ride be there by 815am

Harvest party 25th 6-8pm DEDES

Ornament sales

Cancelled state of IN, just Sycamore Sam (doubled and incredibly popular) and Habitat for Humanity Ornament

T-shirts sale – over 150 thus far, Nov 2 deadline

HFH – bowl-a-thon Feb 5th. \$20/per Includes T-shirt, team of 5, rocking 80s theme, glow bracelets, etc.

Trivia night, sycamore winery, March 12 or 13 – March 19 or 20

Selling corn-hole boards for HFH sold at Tent City - ~\$150

Staff Appreciation - Basketball game tickets \$5 Nov 1 RoseHul and Nov 14th mccenrdy (sp) Dec 3rd Women's BB

Also 14th, live auction by Pres Office – starts at 5pm, indiv ticket \$35 right before game

Roxanne asked why communications are being denied from going out

Request for closed session,

PR Chair wanted it included in minutes

Exec Committee met to attempt to discuss problem and why the hindrance occurred and with Intermediary - came to an agreed solution

This solution was strongly rejected

Communication issues should be done in person, not through email, it gets drawn out and misconstrued

Staff Newsletter seen by over 1200

Pointed out that the List serve was created to get out communications

A Communication plan was sent out to all of PR committee

1 newsletter ea month

A 'One Off' between those dates

Asked for feedback from committee, received none

Details from history previous years had not been revealed to Communication officer, given her plan, did not see the harm in denying sending out this one request

Overall thought is lack of communication happened with specific situation

History: weekly, highlighting single event

(MUCH CONVERSATION CANNOT KEEP UP, people talking over one another)

This year heavy competition for fundraisers – we need to push harder, therefore, getting information out there will help lean people to choose our events

ASKED - Do we have evidence that lack of communication (this 1 flyer) has impacted donations? – no definitive answer. There can be a multitude of reason to lack of donations

Proposed - to have PR chair, Communication chair and several representatives, and others to get in line for future communications. Proposal denied. There are enough committees, sub-committees dealing with business to begin with.

Roxanne, turning over resignation as Chair, asked to have an Exec committee member at next PR meeting.

Someone stated that Exec Committee changed rules without consulting rest of Council.

Britany – Exec Committee did not vote on any changes, she, though training and to get things off ground, thinking strategically from previous communication schedule sent to PR Committee, thought this one specific time was not needed. Due to lack of historical knowledge and being new, as previously stated, wants support and information from others. Intent was to be strategic in sending out communications to campus.

BY-LAWS State the following, therefore, Communications Officer felt the need that denying this single request was within her right.

255.8.8.3 Edit and distribute pertinent information in appropriate media for the membership, as needed.

255.8.8.4 Maintain and make all updates to the Council website, including posting minutes, meeting announcements, upcoming events, and links to other websites.

Yolanda - From someone outside PR committee – was confused and didn't understand what issues there were. After listening to people, understands both sides and that if changes are going to be made, that Exec let's rest of council know. Many don't want to see Roxanne resign and it was pointed out by everyone that she is doing a tremendous job given the added pressure of the HFH.

(Some members begin to take leave)

Beth proposed – Continue: newsletter once a month, communication needed by PR committee will go out as long as not same day as the newsletter

Others – We should be asking offices if they saw things, how much is too much? Too little? Gather consensus.

Going forward – hear from everyone, should we change by-laws about decisions for what specifically goes out. Put changes on by-laws for next meeting. Pushes by-laws approval back. Put on agenda next month.

Beth (for the second time) - Motion that newsletter goes out 1 month, any other communication, approved by all committees and that does not conflict with newsletter, will go out when asked as long as it is understood it will not be same day.

Seconded - Todd

(so many members have left we had to make sure we had a quorum)

Vote: AYE, passed

2 abstain, Roxanne, Britany

Staff Relations: make sure not over stepping with HR, best to address different charges. Broke into sub committees. Will report back going forward. Next mtng later this month.

Staff Benefits: full force on charges, annual vet breakfast (broke into sub comm) move to Spring for breakfast. If asking for things – replace flags. Guidelines for child care grnt program, looking into rewording or redirection of tobacco free charge. Meet next month.

Exec Comm: no report

Cannot approve minutes

Cannot discuss by-laws

Elections:

Tiffany Cherry no longer with ISU – need to replace. Martin Collins resigned since his dept moved and he isn't representing properly anymore. Chad Clark is now full time lecturer so no longer eligible to be on council. Will have to gather from old list to get us through this cycle to replace members.

Can we table until next term?

Should we focus on Academic Affairs to replace 2 ppl and worry about 3rd later? Decided we should try to replace all as soon as possible. Abby will work on this next Monday.

Motion to adjourn, second.

12:45pm.