Members Present: President Karmen Swim, Vice President Bethany Wolfe, Brendan Andrews, Tatiana Andrievskaya, Kait Bedell, Bob Bolyard, Kristen Cellu, Laura Clayton, Randi-Lynn Crowther, Jessica Deaette, Margie Dunki-Jacobs, Mary Dunne, Nick Hall, Miriam Harrison, Mindy Kear, Gwen Landis, Cindy Lee, Stephanie Loscalzo, Noël McCann, Michael O’Sullivan, Holly Pedrini, Shirley Pine, Parvin Pothiawala, Sherri Rigby, Claire Robinson-White, Bridget Tully, Amy Vile, Marissa Wells

Ex-officio: Meryl St. John, Staff Council Administrator

Members Absent: Valerie Carzello, Jen Cournoyer, Monica Devino, Caleb Gilbert, Anita Lavoie, Katrina Preiss, Lacey Ure

Also Participating: Gary Derr, Vice President for Executive Operations

Call to Order

Karmen Swim called the meeting to order at 12:05 p.m.

Welcome of New Representatives and Introductions

Approve Draft Minutes from May 2, 2017 Council Meeting – Bethany Wolfe

A motion was made to approve the May 2, 2017 Council minutes. Shirley Pine noted a few grammatical edits. With no other discussion the minutes were adopted.

Discussion on Vision, Focus, Issues for the Year – Karmen Swim

- Continue to foster partnerships and collaborate with HRDMA and other units on campus.
- Be able to offer better childcare options for the campus community, perhaps partnering up with other campus partners that also would like to work on this topic.
- One issue to resolve is whether supervisors can withhold cost of living adjustments of employees at some levels of progressive discipline. Some comments about this have been received in the office this year.
- The Outreach Committee will develop the Fall 2018 survey.
- How can we raise funds to support an increase in how much we can offer in the Staff Emergency Loan Fund?
- Continue to have reps share back with us from their units so we can try to address needs.
- Short term disability – still the most requested benefit (in conjunction with parental leave). Kait Bedell, representative from HRDMA, was able to add that HRS has completed an RFP and spoken with vendors already.
- Evaluate and research mentoring program for new employees
Outreach Focus Groups

In the absence of presumptive Outreach Committee leadership, Meryl provided a brief update on the Outreach Focus Groups that were conducted this summer. Key takeaways were that there is a knowledge gap regarding many compensation and policy issues. Many staff don’t know about policies or procedures, or how to do X or Y, e.g. how performance evaluations are connected to merit and who is eligible for merit. Other common themes are disappointment with compensation increases and a feeling that the new merit system fosters competitiveness and does not foster our community or teamwork. Supervisory competencies and communications also continue to be a concern. On the plus side, we have heard that rates of performance evaluations were high and exceeded HRDMA expectations.

Proposed Bylaw Changes - Karmen Swim

Karmen outlined some ideas for bylaws changes to improve how Staff Council proposals and recommendations are submitted to administration. These are just ideas at this point but there will be a formal discussion of proposed changes, probably at the October Staff Council meeting.

Parliamentarian Nomination – Karmen Swim

Meryl explained the role and responsibilities to the full Council. No nominations were made at the meeting but please reach out to Meryl directly with questions.

Executive Board Call for 2 Members-at-Large – Meryl St. John

Meryl outlined what a Member-at-Large role does on the Executive Board. Bob Bolyard will continue to serve and Nick Hall offered to serve in the second slot.

Public Comment Period – Bethany Wolfe

No public comments were made.

Other Business

Karmen and Meryl, as leadership, serve on Staff Appreciation Committee to represent staff and the office of Staff Council. Staff Council will again have a table/tent set-up at the picnic on Monday, September 11, 2017 to meet and greet with staff and answer questions or share what we do.

Bob Bolyard shared that he had InvestEAP visit and speak at a recent department staff meeting after hearing them present last spring to the full Council. He felt they did a great job of sharing and explaining the program and encouraged other reps to do the same if they were interested.

Adjournment

Karmen asked for a motion to adjourn. The motion was seconded. Meeting adjourned at 1:00 pm.