

Staff Council Meeting Agenda

Date/Time:	January 19, 2022 1:30PM	Location:	Zoom and OL250
Meeting called by:	Staff Council Exec.	Type of meeting:	Staff Council Monthly Meeting
Facilitator:	Staff Council Exec.	Note taker:	Gina Smith
Attendees:	Tony Christian, Joshua Smith, Colin McDonough, Barb Weybrew, Selena Foreman, Ben Rogers, Melissa Chesnut, Sierra Rains, Kala Dixon, Michelle Drake, Krista Barcus, Ryan Milke, Lisa Crater, Helen Konstantopolous, Julie Robertson, John Vanderpool, Troy Brady, Adam Randles, Beth Russo, Alex Sanderson, Clarence Green, Jill Kain, Becky Meneely.		

Agenda Items

Organizational Structure Support & Strategic Operations Reports

Leadership Advisory Team – Clarence and Krista:
No report.

Faculty Senate – Gina

- No report was available at the time of this meeting, but Gina received notes from the Health Science and Wellness faculty representative the day after this meeting. The following paragraph is copied verbatim from the notes: Presidential search, still little is known, Board of Regents meeting takes place next week. Have been mentioning it to BOR members. Provost has talked with 5 of them and each have clearly assured her that they will involve faculty & staff.

Student Senate – TBD; currently no Staff Council representative attending Student Senate meetings.

- No report; no representative yet.

Board of Regents – TBD

- No report; no recent meeting; next meeting is scheduled for January 27, 2022.

Benefits & Wellness Committee – Elainebeth Russo

- Fitness courses offered at the fitness center aren't always aligned with time frames convenient to employees; a study is underway to correct the situation. Rhonda Beemer and the School of Health Science & Wellness will work to create fitness options for employees led by HS&W student; this also provides hands-on learning for students. The Benefits and Wellness Committee values and is thankful for Staff Council input. The committee has partnered with the Family Guidance Center for confidential counseling, a counselor can be reached through UPD or through the email and phone number provided in All That Jazz. Contact information also will be provided to Staff Council to disseminate. This was a Wellbeing Green Team initiative. Blue Cross has made some exceptions on cost sharing; specifically a Covid-19 policy extension through March to help with the cost of vaccinations, etc. (since vaccines are now generally available, BCBS is not waiving these costs as they were before). Some cost sharing for telemedicine and behavioral health services is still in effect. Blue Cross Blue Shield is changing platforms for fitness challenges because of the cost, so a search is underway for a new provider.

Ally Affinity Group - Helen Konstantopoulos

- The group started monthly meetings yesterday; they will be held this spring on the third Tuesday of the month via Zoom; more people get involved when the meeting is held on Zoom so the group will continue meeting virtually; meeting dates are Feb 15, March 15, and April 12 at 3:00 p.m. This month's meeting featured a Ted talk by Amy Hunter speaking about "lucky" zip codes; inequity in school systems based on zip codes, and was followed by a great discussion. The group also attended Monday's Martin Luther King Day peace brunch on campus, and last night heard from the Reverend Sharon Rivkin speaking about her experience with forgiveness for the church shooter in Charleston, South Carolina, in which she lost a family member. Other events for the week include movies and Trivia Night. The guest lecturer for Black History Month will be the chairman of the department of African-American studies at Princeton University, Dr. Eddie S Glaude. Dr. Glaude is scheduled to speak on Feb. 3rd

Office of Diversity and Inclusion - Brittany Roberts

- No report.

Old Business Items

- Planning for future increases in health care costs and premiums.

New Business Items

- Selection of a candidate to serve as chair; Selena Foreman offered to serve; Beth Russo expressed her support for Selena prior to leaving the meeting. The Policy Committee can put together a quick election. A new chair for the Employee Engagement committee will need to be selected.

Committee Reports

Employee Engagement and Recognition Committee – Selena Foreman (report was given by Colin McDonough). The Cookies and Cocoa event went well; planning is underway for a popcorn event in March. The committee plans to have some names for the Turret Award available for discussion at the next meeting. Engraved medallions were provided to nine employees completing degrees in the summer and fall 2021 academic terms.

Outreach Committee – Marsha Martin (report was given by Alex Sanderson and Jill Kain). The committee is developing a plan for getting the word out about T-shirt sales; the shirts will be black with green lettering. A link to order shirts will be provided on the website, with the possibility of payment through paycheck deduction. Profits from the sale fund the Staff Council scholarship for employee dependents attending Northwest; these students can check a box on their application if they are eligible for the scholarship.

Policy Committee – Julie Robertson noted that this is a busy time of year for the committee with preparations for Staff Council elections. Lisa Crater, Helen and Julie cleaned up the spreadsheet of area representation under each NLT member. Approximately 11 current members are approaching the end of their first term on the council; the committee will reach out to ask which of the first term members intend to run for a second term, then ballots will be distributed. Updated flyers for each committee are needed by mid-February. Work with Julie to review the current flyers for revisions if necessary. A request was made for the policy committee to put a plan in place in the event of two vacancies on the executive board (Chair, Chair-elect, Secretary, and Communications Chair.) The policy will need to provide for a speedy replacement process when an exec board member or committee chair steps down for any reason. Hearing no objection during the meeting, the statement read and provided by Julie Robertson is accepted. Here is the wording for the addition to the charter that was discussed at today's meeting:

Should a vacancy (ies) occur on the Staff Council Executive Committee (excluding Committee Chairs), a special nomination and election process, internal to Staff Council, will occur by the next Staff Council General meeting, in order to fill the vacant position(s).

Any Committee Chair positions that may become vacant due to this will be filled by recommendation and selection of the respective committee members.

It was noted that we have a charter, instead of bye-laws, for ease of filling leadership positions when necessary. Troy requested a correction to his title as listed on the spreadsheet; the correct title is Energy and Sustainability Manager.

Engagement Survey Action Items:

A discussion took place about the overall lack of staff participation; a low percentage of employees responded to the survey. One theory for the low numbers is concern about survey comments being traced back to specific employees in small departments; it's easier for supervisors to know who said what. Michelle Drake pointed out that supervisors don't see the survey comments; the survey responses are aggregated by a third party company, not by university staff, and are generalized prior to being given to the university.

Employee Suggestions/Comments/Concerns: A significant number of employees have expressed concerns about the lack of information on the timeline and selection process for the next university president.

Announcements / Area Reports: Current Chair Joshua Smith has taken a new job; this is his last Staff Council meeting. He was thanked and congratulated.

Next Meeting

February 16, 2022 1:30pm- 3:30pm – OL250 and Zoom