

Exempt Staff Council Meeting

October 23, 2018
1610 University Avenue, Room 112

Present: Michele Atkins, Rex Barton, Jeannine Berge, Chelsea Bligh, Brian Browning, William Bruhin, Leah Buffington, Eric Carr, Joe Christian, Kimberly Hardaway, Johnny Jones, Mary Lucal, Charles Primm, Julie Roe, Rosie Sasso, Nicholas Simson, Wesley Wright, Gray Jaekel, Elizabeth Greene, Joseph Christian, Tammy Renalds

Absent: Brad Briggs, Linda Daugherty, Teresa Fisher, Deanna Flinchum, Keith Groves, Kevin Lauer, Emily Miller, Heath Nokes, John Rich

Welcome – Rex Barton

Commission reports

LGBT – Tammy Renalds

The LGBT committee is prepping for a visit from the Provost during their November meeting by contributing questions to a google document. With the Department of Health and Human Services possibly proposing a narrow definition of sex under Title IX, the committee will be having future discussions regarding the situation.

Faculty Senate – Leah Buffington

Dr. Davis presented the status of the campus to the committee. The search for the Vice Chancellor of Communications has started while the search for the Vice Chancellor of Research has been cancelled. The search for the Chancellor will begin with the board of Trustees meeting on November 2nd and will officially begin January 1st. During the meeting, a representative asked Dr. Davis why the search for the Chancellor will begin before the President search. Dr. Davis stated that Interim President Randy Boyd has agreed to 2 years of service so the search for the President will not occur anytime in the near future. Dr. David Manderscheid, Provost and Senior Vice Chancellor, spoke about graduation rates being at 72.5% and teaching rates at 86.2%. The office of the Provost is working at closing the gaps to improve graduation rates. A representative asked Dr. Manderscheid what his strategic plan is on diversity of the student body. Dr. Manderscheid stated that he has tasked Dr. Matthew Theriot, Associate Provost, with gathering data to create a diversity champions report. This report will be used to create a strategy to address some of the diversity issues.

Commission for Women – Rosie Sasso

The Commission for Women will be hosting 2 events. The first event, Take Back the Night, will be on 10/23/18. The event is as follows:

Resource Fair: 4:30 pm HSS lawn
Silent March: 5:30 pm HSS lawn
Speaker and Speak-out: 6:30 pm A+A 109
Vigil to follow at the Rock

The second event, Equity, Sexual Harassment Prevention, and Bully Free Workplace will be on 11/7/18 at 101 Strong Hall from 3:30pm to 5:00pm. Speakers include Ashley Blamey, Title IX Coordinator of the Office of Title IX, Mary Lucal, Associate Vice Chancellor of Human Resources, and Jennifer Richter, Associate Vice Chancellor and Director of the Office of Equity and Diversity.

The committee is actively reviewing and revising their bylaws. They are working on pay equity across genders, reviewing parental leave policies, and supporting LGBT women and the Pride Center. The committee is also working on nominations for undergraduate scholarships in the HERS (Higher Education Resources Services) Institute.

Commission for Blacks – Eric Carr

The first meeting is Thursday, November 25th. No updates.

By laws update – Kimberly Hardaway

Mr. Barton brought attention to the standing committees within the ESC. He has requested the committee to review and comment on the necessity of those internal committees. He has also brought the ESC election process to the committee's attention by encouraging them to review the process and make suggestions. Mr. Eric Carr commented that the committee needs to consider whether or not members who are using zoom to participate in the meetings are eligible to vote during the election process. If changes need to be made, the committee will begin to work on them starting January 1, 2019.

Minutes – Include attendance

The committee agreed to include attendance on the minutes.

Constituent issues

- Parking passes for expectant or nursing mothers (update)- Brian Browning

Mr. Brian Browning, Executive Director of Auxiliary & Support Services, suggested to the group to come up with eligibility criteria for expectant mothers. The committee needs to take into consideration that a space in every lot is not an available option due to space constraints. Leah commented that the Faculty Senate Executive Council and Benefits and Professional Development Committees have previously researched this topic to identify the pros and cons of implementing this benefit in other institutions including Cornell University, University of Central Florida, and the University of Georgia. These institutions put forth a resolution for parking passes/spaces for nursing and expectant mothers in their 3rd trimester. This pass includes staff, faculty, and students and would be valid for 12 weeks after the nursing mother gives birth. Mr. Barton stated that the difference between the council's past discussions are the 3rd trimester requirement and having a hangtag (similar to the Orange Dot) instead of a dedicated parking spot. The committee voted to endorse the movement to create hangtags for expectant mothers. A resolution will be written in the future.

- Travel allowance for state specialists – Alan Bruhin (see attached note)

20 years ago state extension specialist travel allowance was \$5,000 and has risen to \$5,500 over the course of time. The complaint is that the allowance does not cover all the necessary travel expenses. The prices of hotels/motels have increased since the last increase.

Mr. Barton said that this topic came up a few years ago and the policy associated with this topic is at the state level. Rex will reach out to Tim Fawver and Tim Cross regarding this topic and will report back to the committee.

Vice chair – The committee has voted Eric Carr for Vice Chair.

Other business

Location for meetings

- IPS was agreed upon for the December/2019 meetings.

Suggestions for 2019 speakers:

- David Manderscheid, Provost and Sr. VC
- Ad Astra representative
- Tim Price, Director of University Printing and Mail
- VC of Communications (When position is filled)
- Ashley Blamey, Title IX Coordinator
- LiveSafe Demo, Lola Alapo, Public Information Officer, or Chief Troy Lane, Chief of Police
- Dr. Mary Lucal/ Izetta Slade, Human Resources, Disciplinary Action Training- 1:30-2:30 in February.
- Employee Assistant Program (EAP) Representative- January

Julie Roe, Sr. Employee Relations Counselor, stated that October is Domestic Violence Awareness month. Human Resources has partnered with other departments to host an event on the Pedestrian Walkway on October 19th where they passed out 2,400 bracelets and information to students, faculty, and staff. In addition, Smokey's Closet has begun. Please bring gently used business attire to Human Resources which is located at 105 Student Services Building. The collection will end November 1, 2018.

The committee agreed to meet December 18, 2018.

Next meeting – November 27, 2018; 1610 University Ave.