

To: Staff Senate
From: Zoë Rothrock
Date: October 19, 2018
Subject: Minutes from the 10/17/18 Staff Senate Professional/Paraprofessional Roundtable

In Attendance: Lynn Andres, Rebekah Bernard, Michelle Boughton, Rachel Bourizk, Gina Butler, Sharon Finnerty, Autumn Forgione, Elizabeth Geeza, Renee Giovagnoli, Lucia Grissinger, Colleen Heckman, Caitlyn Hollingshead, Margaret Hynosky, Rose Ann Jubinski, Jonathan Kirby, John Kirrane, David Kostiak, Mary Kovalcin, Christina Lenway, Mark Murphy, Crystal Ondrick, Zoë Rothrock, John Michael Saimbert, John Tabor, Richard Trygar, Traci Vennie, Christina Whitney, Janice Winslow, Deborah Zielinski

Welcome: Ms. Andres called the meeting to order at 11:50 AM, in the BRN PNC Board Room.

Charging Stations – There was a question submitted by Mr. Kirby concerning the installation of airport type charging stations in the TDC student center. New furniture for The Denaples Center will be procured in December or January and this charging station functionality is being considered for purchase. Ms. Andres added that this would also be a boon for big events on campus.

Status of Staff Dependents Tuition Remission for Masters Level – This is currently in front of Patti Tetreault, as they are in discussion with Fr. Pilarz at this time. More information to follow.

Grandfathering Tuition Benefits for Pro-Deo Employees. – Ms. Winslow voiced this topic as a concern for Pro-Deo Employees of the University. Multiple other staff in attendance provided support for this topic. Ms. Ondrick questioned if the benefit could be passed to a family member if the employee does not have children. Ms. Hynosky suggested that the benefit could be further extended to underprivileged individuals outside of the employee's family. Additionally, Ms. Hynosky requested further clarification concerning this policy in writing. Mr. Kirby explained in further detail the difference between the proposed benefit versus traditional tuition exchange.

Incivility in the workplace – Ms. Heckman reported that staff receive emails from faculty that are unprofessional and borderline abusive. She is looking for a proper route for a staff member to address this issue. Ms. Giovagnoli suggested that the staff member might approach the faculty member's assistant dean, or even reach out to the offices of Equity and Diversity as well as Human Resources. Ms. Butler offered that the staff member should initially follow the chain of command, following up from the department chair all the way to the dean if necessary. Ms. Whitney affirmed Ms. Giovagnoli's suggestion concerning the Office of Equity and Diversity as a positive resource for an issue such as this. Ms. Andres offered to bring this feedback to the director of Equity and Diversity, Elizabeth Garcia.

Notes From Previous Roundtables – Ms. Hollingshead reported that Fr. Pilarz recently sent out an email concerning pay increases, and that the next phase of the compensation study is in 2019. Ms. Andres added that discussion of the next compensation phase is scheduled for 2019, but it currently has no budget or further details provided as of now. Ms. Bernard further offered that information concerning the University health plan should be released within a couple of weeks.

Task Force – Ms. Bernard explained that if anyone has any ideas or concerns in relation to the task force to address them directly to Patti Tetreault. The duration of the Task Force’s efforts will not be brief. The process is expected to take at least a couple of years.

Paternity Leave – Ms. Bernard addressed the topic of paternity leave and that it should be covered under the Family and Medical Leave Act. Multiple staff members confirmed this assertion.

Donation of sick or vacation time – Multiple staff members were curious concerning this topic and its status with administration. Mr. Murphy reported that Human Resources is in discussion with Ed Steinmetz about this topic. Ms. Butler confirmed this and added that Staff Senate has seen progress on the administration’s side, but that nothing has yet been returned to Staff Senate for further discussion.

Title IX policy update – Ms. Butler explained to those in attendance how Christine Black provided detailed updates for Title IX in addition to Faculty Senate’s union representation concerns.