

Staff Advisory Council

Regular Meeting Minutes

Date: 7/20/2018

Location: SRHM 111

Time: 12:30PM-2 PM

Call to Order – President M. Berkley

Time: 12:35 pm

Record Attendance: 20 of 24

Secretary: C. Cicero

<u>Council Members:</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>
President Berkley	X		
Vice-President Maxi		X	
Secretary Cicero	X		
Treasurer Singh	X		
Linda Amos	X		
Brian Bakalar	X		
Tracie Beck		X	
Charlotte Bingham	X		
Andi Clemons	X		
Miki Domjan	X		
Amanda Ellsworth	X		
Debra Harper	X		
Ashton Hartley	X		
Jason Ingrao	X		
Mary Larkin	X		
Katie Leone	X		
Janice Nevarez	X		
Christal Niemeyer	X		
Ysatiz Pinero		X	
Robert Rojas			X
Cara Ryan	X		
Roseanne Stabile	X		
Kirsten Thompson	X		
Amy Vitiello	X		

Liaison: Dr. Michael Rollo, absent

Faculty Senate Liaison: Dr. Michael McDonald, absent

Student Government Liaison: Jason R. Orellana, absent

Invited Speakers: None

Attachments:

One (1) page SAC roll call voting record for 6/22/2018

Presentation Materials

Agenda Item	Responsible	Discussion	Action/Vote	Follow-up
Finest of the Flock		Diane Marks		
Approval of Minutes	President (Prez.), M. Berkley	<p>R. Stabile: Motion to approve minutes from June. L. Amos second</p> <p>Chair opened discussion. Chair closed discussion.</p>	<p>Motion to approve minutes.</p> <p>Minutes approved.</p> <p>(See attached voting record for roll call votes)</p>	<p>Final version of minutes will be posted to SAC site.</p>
Officer Reports	President (Prez.), M. Berkley	<ul style="list-style-type: none"> • Budget meeting with President Martin 7/10/2018 <ul style="list-style-type: none"> ○ 2-2.5 million throughout colleges. Deans and heads will decide priority and how they will spend money but has to be align with strategic plan so BOT is encouraged to give more money next year ○ World class faculty looking for people ○ Expand multicultural programs ○ Expand safety and disaster resources ○ BHG & North, land available to clear and ○ 2% bump, hoping to do for the next couple of years for staff ○ Buckingham – what can we do this area? Being under utilized • Meeting with President Martin & Dr. Rollo 7/11/2018 <ul style="list-style-type: none"> ○ Chose Dr. Rollo to be out liaison again ○ Dr. Rollo very open to meetings with SAC President and with SAC ○ President Martin very supportive • Update on advisors changing from faculty to staff <ul style="list-style-type: none"> ○ Last meeting Brendan Bevins attended, Advisors would like to be involved. Per follow up email from Brendan - reclassification is on hold pending changes within the union. Will update on involvement when more answers are available • SG Senate meetings schedule <ul style="list-style-type: none"> ○ Meet every Tuesday at 6:30pm ○ Fall begin August 21st ○ Missy would like someone to go once a month ○ Need to strengthen working relationship ○ Will confirm schedule as we get closer 		

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	Vice President (VP), G. Maxi	<ul style="list-style-type: none"> No report 		
	Secretary (Sec'y) C. Cicero	<ul style="list-style-type: none"> If can't make a meeting, please let me know Reminder to submit meeting minutes 		
	Treasurer (Treas) L. Singh	<ul style="list-style-type: none"> Reviewed proposed budget E-board will meet to review proposed budget Will vote on budget at the August meeting 		
Public Comment		<p><u>Morgan Payne</u> Co-president of UFF. Academic advisors from faculty to staff. Would like to make sure academic advisors are best situated to meet our student's needs. Would like to keep advisors in the union. Administration has not been forth coming about what advisors can't do if they are in the union. Will oppose as fiercely as they can. Have been working with bargaining committee. If you reclassify you can change in union status to out of union status. More complicated than what is written in CBA. Academic advisors have fallen behind national norms and behind FSW. Advisors are leaving and making as much as \$10,000 more. Hoping that with the budget increase and that we have moved out of the bottom 3. 22.3 million dollars more of recurring money than we had in 17-18. 9% of our budget. We are hoping to resolve this. Academic advisors would like the protections of the union. Negotiated contractual relationship. University can give benefits but can also take away. CBA has standards that are evaluated. Rules can't change arbitrarily. If people in the room are interested in employment status, UFF may not be correct vehicle but there are other options available. Efforts in early 2000's to unionize. Memo went out in mid-May that said July 2nd things will change. President suggest we have better legal advice.</p>		
SAC Liaison Reports	Dr. Michael Rollo	<ul style="list-style-type: none"> Absent 		
	Dr. Michael McDonald (Faculty Senate)	<ul style="list-style-type: none"> Absent 		
	Jason R. Orellana (Student Government)	<ul style="list-style-type: none"> Absent 		
Old Business		<ul style="list-style-type: none"> None 		
New Business		<ul style="list-style-type: none"> Lab Manager Salaries <ul style="list-style-type: none"> Tim – lab manager for CAS. 11 managers in CAS. Each college has their own lab managers. Feel set back compared to others. Think lack of change because of high 		

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		<p>turnover. For this job role and responsibilities feel that with budget increase think that lab managers need to take steps towards professional role. Offer more competitive salary that will encourage lab managers to stay. Other state wide university lab managers are making \$10,000 more. Engineering managers are making \$15,000 more and have A&P status. Hoping that things will improve and get better.</p> <ul style="list-style-type: none"> ○ A. Clemons – have you reached out to lab managers in other colleges? ○ Tim – yes, most are working 2nd jobs. Many are pursuing master’s degrees. All same base pay. Classification will not allow them to teach. Asked frequently to help with lab and help students get started on labs. Had to help lead a lab due to lack of faculty “volunteered time”. Lab manger breakdown in CAS - 4 for chemistry and physics, 2 in marine, 5 in biology. Believe all staff need a pay bump. But based on their position and how much they do with students and faculty and how money should be spent, this is reasonable. ○ L. Amos – Dean Gregerson is aware, they are working on this. He is looking at budget and needs to know what he is able to work with. ○ K. Thompson – Admin support family was selected first because largest and encompasses all areas of university and can make biggest impact. And everyone can see what the project will be. Spent a lot of time laying out foundation of project. Admin support family will be implemented in August and will soon meet with department heads. Money piece will come later when the project is complete. Working on creating minimums and maximums. Doesn’t mean different deans and colleges can allocated separate funds. Discussed internally, next group after admin support will be the lab manger family because it is a problem. ○ L. Amos – recommend bring this to Dr. Rollo and bring to President to make him aware. ○ Tim - we feel like we impact student support success. This is the time to be vocal about it. This is a reasonable request. 		

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		<ul style="list-style-type: none"> ○ M. Berkley – We are limited but we can bring this forward. If we can bring him numbers that would be powerful. Will meet with Dr. Rollo. We are happy to support it and we are willing to meet and keep you updated. Concerns are being addressed by HR it is just taking a long time. 		
SAC Standing Committee Reports	Chair: A. Ellsworth, M. Larkin	Special Events – 2018-2019 <ul style="list-style-type: none"> • At some point we will need the official donation letter • M. Berkley – in the shared drive. Fundraising- there is a rule but I am not sure it is, we will figure that out. • Meeting next week • As reported 		
	Chair: J. Nevarez, L. Amos	Elections – 2018-2019 <ul style="list-style-type: none"> • No report 		
	Chair: A. Vitiello, K. Leone	Employee Recognition – 2018-2019 <ul style="list-style-type: none"> • As reported 		
	Chair: M. Domjan	Personnel Policies – 2018-2019 <ul style="list-style-type: none"> • Committee reviewed a policy and sent to General Counsel 		
University Committee Reports		Environmental Sustainability Committee (ESC) – Represented by C. Niemeyer; Back-up: T. Beck <ul style="list-style-type: none"> • No Report Information Resources Committee (IRC) – Represented by G. Maxi; Back-up: L. Amos <ul style="list-style-type: none"> • No Report 		
University Committee Reports		ADA –Represented by J. Nevarez; Back-up: J. Ingrao <ul style="list-style-type: none"> • No report Campus Communicators – Represented by A. Clemons; Back-up: K. Leone <ul style="list-style-type: none"> • No report Food Service Advisory Committee –Represented by K. Leone; Back-up: C. Bingham <ul style="list-style-type: none"> • No report Grant-In-Aid –Represented by C. Bingham; Back-up: C. Ryan <ul style="list-style-type: none"> • No report Intercollegiate Athletics Committee (IAC) – <ul style="list-style-type: none"> • Presidential appointment, waiting on names 		

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		<p>Parking Advisory –Represented by R. Stabile; Back-up: M. Domjan</p> <ul style="list-style-type: none"> • No report <p>Parking Citations Appeals Board –</p> <ul style="list-style-type: none"> • Presidential appointment, waiting on names <p>Faculty Senate –Represented by L. Amos; Back-up: M. Berkley</p> <ul style="list-style-type: none"> • No report <p>Faculty Senate Institutional Affairs –Represented by L. Amos; Back-up: T. Beck</p> <ul style="list-style-type: none"> • No report <p>Title IX –</p> <ul style="list-style-type: none"> • Presidential appointment, waiting on names <p>Diversity and Inclusion Committee –</p> <ul style="list-style-type: none"> • Presidential appointment, waiting on names <p>Sick Leave Pool Committee –</p> <ul style="list-style-type: none"> • Presidential appointment, waiting on names <p>Eagle Family Weekend Committee–Represented by M. Larkin; Back-up: C. Niemeyer</p> <ul style="list-style-type: none"> • No report 		

1. **Next Meeting:** Friday, August 24, 2018, 12:30pm.-2:00p.m., in CC 213

President adjourned the meeting at 1:48pm

Minutes approved – Chelsea Cicero 8.24.18

