

Staff Advisory Council

Regular Meeting Minutes

Date: 12/13/19

Location: CC 213

Time: 12:30PM-2 PM

Call to Order: VP A. Clemons

Time: 12:32

Record Attendance: out of 23

Secretary: C.Ryan

<u>Council Members:</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>	<u>Minutes</u>	<u>Member</u>	<u>Bylaws</u>
President Missy Berkley		X				
Vice President Andi Clemons	X			X	X	
Secretary Cara Ryan	X			X	X	
Treasurer Jen Fulwider	X			X	X	X
Brian Bakalar	X			X	X	X
Tracie Beck	X			X	X	X
Alison Bryant	X			X	X	X
Miki Domjan	X			X	X	X
Jessica Evers	X			X	X	X
Carolyn Greene	X				X	X
Myles Kittleson	X			X	X	X
Mary Larkin	X			X	X	X
Holly Mathews		X			X	X
Gino Maxi	X			X	X	X
Paige Messer	X				X	X
Janice Nevarez	X			X	X	X
Christal Niemeyer	X			X		X
Ysatiz Pinero		X				X
Lauren Pugh	X			X		X
Lindsay Singh	X			X		O
Stephanie Toms	X			X		X
Amy Vitiello	X			X		X
Georgia Willis	X		X			

X: Attended/ Approve Motion

-: Absent

O: Deny Motion

A: Abstain

Liaison: Dr. J. Michael Rollo

Faculty Senate Liaison: Dr. Jamie MacDonald- absent

Student Government Liaison: Jessica Harry

Invited Speakers:

Attachments:

Agenda Item	Responsible	Discussion	Action/Vote	Follow-up
Finest of the Flock	Cara Ryan & Jessica Evers	•		
Approval of Minutes	Secretary Cara Ryan/Jen Fulwider	1. Approval of Minutes <ul style="list-style-type: none"> • Motion approve: MIKI • Second MYLES • Any discussion: • Approve: 15 • Dissent: 0 • Abstain:0 	Motion to approve minutes. Minutes approved.	Final version of minutes will be posted on webpage.
Officer Reports	President (Prez.), Missy Berkley			
	Vice President (VP), Andi Clemons	1.		
	Secretary (Sec'y) Cara Ryan			
	Treasurer (Treas) Jennifer Fulwider	2.		
Public Comment		3.		
SAC Liaison Reports	Dr. J. Michael Rollo (SAC Liaison)	4.		
	Dr. Jamie MacDonald (Faculty Senate)	5. Senate hasn't met since November 6. Next meeting is January 10 th 7. Professional development fund grant notices will go out soon 8. Notices will be sent as soon as the 9. Excellence awards went out this week 10. Cognito (mental health awareness program through Dr. Cordovo's office- 1/10 he will be present for it.		
	Jessica Harry (Student Government)	11. Not present		
Old Business		1. Approval of New Member Lauren Strunk Student Success and Enrollment Management 2 year term 2019-2021 <ul style="list-style-type: none"> ○ Motion: Approved- Janice Nevarez ○ Second: Paige Messer ○ Any Discussion:none ○ Approve:all ○ Dissent:none ○ Abstain:none 2. Approval of Updated Bylaws <ul style="list-style-type: none"> ○ Motion: ○ Second: ○ Any Discussion: ○ Approve: ○ Dissent: 		

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		<ul style="list-style-type: none"> ○ Abstain: <p>3.</p>		
New Business		<p>President Martin: Introduced James from WMU</p> <p>Professional Development- thank you from us We have allocated over 50% thus far with conservatively.</p> <ul style="list-style-type: none"> • Yes for recurring • Maybe for increase • Provide report of funds thus far and express why more would be requested. • Can generate returns <p>Recreation and Wellness Common concern is cost:</p> <ul style="list-style-type: none"> • Current rates are not comparable: • Could a lower rate be considered? • Open to conversation that a lower rate may or sliding scale. May be other potential subsidies- a conservation that can be had. • Staff salaries • Come in with proposals • Commitment to fairness. The entire cost of the recreation center is paid for by students. Not comfortable having the • Never got it for free at the former institutions • May be a contradiction to wellness, but there is a contradiction to fairness. • Students will need to be engaged in conversation as well as they are • We are putting money into the pool as • Tax students or academic programs possibly <p>Compensation:</p> <ul style="list-style-type: none"> • Will staff receive a match to the faculty 2%/ \$2000 • If it comes out that the raise will be approved they will try to meet it. • BOT is a little upset that faculty offer finals during final week of classes (39 weeks total). • Contract states teach, publish or service • UFF leadership meeting • If I end up shortening the hours the package may be denied. • Students are owed what they pay for, not always what they want but what they paid for. • Many faculty members are going above and beyond • Meeting on the 1/14 will be packed and interesting BOT. 		

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		<ul style="list-style-type: none"> • Today’s meeting was to give them a headsup that it’s a problem and commit to <p>Reclassification:</p> <ul style="list-style-type: none"> • Hoping that with new HR Director, they can meet the challenges • He will encourage the facilitation of how they deal with this. • Across academia Salary compression is a big problem. • HR has been in a bit of chaos for a few years. • We will work on it and engage with SAC and whomever is going to sit on the • Tuition and fees hasn’t been raised in 5 years • We have done better in (listen the recording) • Fortunate to find dollars • Forewarning- task force looking at faculty resources as student participation is lacking or expanding so resources will be looked at it. If you drop by 46% it is likely you are overstaffed • How can we rebalance resources to recognize there are shifts in what students are studying • National fundamental difference in student’s interests – check chronicle • Need to respond to the national need of students. • P Messer- job descriptions aren’t correct, was told it can’t be changed • Pres- anyone who says will be changed cannot be always right. • It’s always better to say yes, we can help you before you can get to no. • Position descriptions should match what they do. • When will discussions happen (public question)- cannot give definitive answer and apologize but will push the conversation and do it as fast as we can. • We’ve got a lot of things perculating • Focus group – list of things that bother us and see what we can fix. He is open to starting the conversation and getting out of the way. • Staff members who man events out of time. • State rules • A- who has opposed S&P can, A&P • Open to the conversation about it and maybe there are other things to do to help with • Come in with proposals and how they would work around <p>Parking Garage:</p> <ul style="list-style-type: none"> • Garage 2- 2 top floors are blocked for safety • Will be unblocked for spring 20 		

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		<ul style="list-style-type: none"> • We are down to the limiting • Freeing up some space by moving solar field to the top of the garages. • We need to look at logistics • For reasonably healthy folks this is not a • Incentives potential. • We are • App for reserved parking. • The University can try things and see it. • We can try it out right now. They end up knowing • Parking isn't the biggest problem as it is seeming. Peak times we can possibly do the • val/a is the app- gino's cousin to be shared. <p>HR</p> <ul style="list-style-type: none"> • Hope they don't burn out. Rather than being a bolted on agency they should be part of the change. • Hopefully they can be part of the solution we have. • We've managed to reverse the decline of performance funding, crawl out of the bottom 3. • Glad to encourage it but needs to be a cultural shift. <p>Open:</p> <ul style="list-style-type: none"> • Current population of Hispanic 21%. Does administration have interest in pushing it up to HSI designation (25%). • Stronger commitments to Hispanic, Native american, African American. • Quality of life center • Imokalee • Hoping for rev suarez at nations • Working on becoming a magnet same thing • Next 2 years getting to 25% • Need to be more aggressive on diversifying staff. • We should better reflect the demographics of our regions • Jorge Lopez is a great ambassador we need 20 or so more • We have to do better at retentions, not just referrals and arrivals. • We are close to being an <p>Reflections:</p> <ul style="list-style-type: none"> • There is some misinformation floating • He currently has an at will contract through 6/20/21- option for 1 year renewal. • Should start to take on search for 5th president • 3-5 years next big change 		

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		<ul style="list-style-type: none"> • Think about what qualities you want to see in people who are in leadership roles. • This institution has come farther faster than many other places • You are part of creating an institution that is giving back to your local area. 		
SAC Standing Committee Reports	Chair: Tracie Beck			
	Co-Chairs: Cara Ryan & Jessica Evers	•		
	Chair: Miki Domjan	•		
	Co-Chairs: Lindsay Singh and Christal Niemeyer	•		
	Chair: Mary Larkin			
University Committee Reports		<ul style="list-style-type: none"> • Minimal attendance at the Jingle Mingle was disappointing but it was a nice event • Promising event • Elections: nothing not met, beginning of • ERC- • Policies- not met but emails have been sent. Changes that need to be made are minor. Amy stated formatting changes are the biggest changes, nothing really procedure wise. “cleaning up” • Professional Development program – met last Thursday figuring out plan for soar into spring-meeting on Thursday. Collaborating with soar in four. Two more application deadlines coming up. Funds are still available for future developments. Potentially moving money over to individual awards • Special Events- Jingle mingle was last night. Food drive in February. Group met on Tuesday. Soar into spring is coming along. • 		
University Special Committees		<ul style="list-style-type: none"> • ACE Lab- moving along in project, chairs going to dc this weekend for check ins. Subcommittees have been going through where we stand as a university. • ADA Advisory- haven’t met • Campus Communicators- looking for stories, challenges or unique Kyle McCarry is who you can send them to. They finished their website conversion. All the website is officially completed. They completed a • Faculty Senate- no report right now. Supposed to meet on 12/6 but it was cancelled. 1/10 is the meeting. 		

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		<ul style="list-style-type: none"> • Food Service Advisory- no additional meetings were cancelled. • Grant in Aid- no meeting yet • Institutional Aid- • Parking Advisory- No report • Sustainability- meeting in January • D&I- not present • Parking Citations- nope • Sick Leave Pool- no recent approvals • Title IX- nope. 		
Presidential Appointed Committees		<ul style="list-style-type: none"> • 		
Campus Updates	All Reps when applicable	<ul style="list-style-type: none"> • Honors college moving to the office of the provost • After all appeals process goes through it will be • LCOB Dean close to complete search • Awaiting Dean on Library 		

1. **Next Meeting:** January 10, 2020 12:30pm.-2:00p.m., in CC 213.

President adjourned the meeting at 1:59pm.