

Minutes – May 13, 2015

The meeting was convened at approximately 2:40 p.m. by Stefanie Baxter.

Members present:

Member	District	Member	District
Anne DeCaire	3	Robin Harbaugh	4
Christy Mannering	5	Traci Peterson (in for Debbie Kirwan)	7
Mike Parisi	8	Michael Gutierrez (in for Doris Miklitz)	11
Stefanie Baxter	13	Alex Keen	14

Members absent: Mary Cleveland #1, Charles Garbini #2, Glen Loller #6, Anthony DiPilla #9, Susan Williams #10, Krista Urbaniak #12

Others Present: Thomas LaPenta and Scarlett Hamm (Human Resources)

Meeting began with introductions around the room to welcome representatives who were new to the group.

- **Old Minutes Approved**
- **No old business to discuss.**

New Business

- Alex Keen and Christy Mannering spoke briefly about the sub-committee working together to develop a new employee recognition program through ACES. This would be a unique employee award opportunity which can help boost morale.
 - Recognition can be done peer-to-peer and supervisor-to-peer
 - Stefanie Baxter suggested perhaps the prize (if occurring once per year) could be to cover the employees parking expenses.
 - Tom LaPenta is going to look into any IRS/tax items which might arise from prizes to employees.
 - Traci Peterson from the Development and Alumni Relations group said that her department has quarterly employee recognition awards.
 - We would like to be able to have this mentioned at the UDid It Picnic.
 - Mary Cleveland researched other Universities to compare recognition programs.

- CANR Dean Rieger, and Mark Isaacs from Carvel both have contacted Tom LaPenta wanting to know how they could recognize employees. Tom told them they are welcome to go ahead with a department/college-based system.

Constituent Concerns

District #14

- The loading dock turning area near the Perkins parking garage is causing issues. The trucks unloading take up a lot of space near the turn. Alex sent a photo to Stefanie who forwarded it to Richard Rind in Auxiliary Services.
 - This is an ongoing issue, Richard Rind is aware and they are trying to work through it.
 - Clarification, is it food service deliveries or construction? Alex says it is not construction vehicles and it seems to mostly be an issue early in the morning around 8am. Perhaps deliveries can be made earlier or later when there is less traffic and the sun glare is less of an issue for those driving.
- Our department received communications about a hiring freeze.
 - There isn't a university-wide hiring freeze right now but it could be that departments are being conservative with the uncertainty of what is happening with benefits.

District #4

- Comment – The Bright Ideas initiative which allowed people to submit ideas to the University and received recognitions if their idea is chosen to be implemented should be reinstated.
- Can the garbage can placement near the libraries be moved closer to Allison Hall?
 - We can pass this along to Sylvester Johnson.

District #5

- Comment - "It was interesting that someone brought up the issue of no compensation for good performance appraisal ratings. No incentive at all to strive for excellence."
 - Christy let constituents know that the committee is working on something to help boost morale through a new recognition program.

District #13

- There have been construction vehicles on Courtney the past couple of weeks and they seem to back out equipment and pull back in a lot. It is a slow process with the vehicles. Can the street just be closed or detoured so people don't end up sitting and waiting?
 - Tom says the city of Newark would need to make the decision, but the best course of action would be to go a different route short-term while construction is still happening in the area.

District #4

- Comment – “Forego picnic or awards and put money to better use by increasing employee salaries.”
 - Tom LaPenta re-emphasizes the compensation tiers allow opportunities for employees and supervisors to discuss title/promotion changes year round on a case-by-case basis.

Announcements

- Just a bit of clarification on the upcoming increases in health insurance benefits.
 - In short, Delaware is increasing health insurance costs by 9.7% across Delaware with a risk surcharge of 15% additionally to the University of Delaware. Any uncertainty about this can be addressed with State Representatives.
 - Chris Ulrich met in Dover on Friday, May 15, 2015 to find out more about the surcharge and see if there is a possibility for the surcharge to be decreased. UD is also looking to see if it would be more beneficial for to look into different types of plans.

The meeting was adjourned at 3:25 pm by Stefanie Baxter.