

Advisory Council for Exempt Staff Meeting
May 18, 2016
Minutes

The meeting was convened at approximately 2:30 p.m. by Charles Garbini.

Members present:

Member	District	Member	District
Cynthia Bendler for Mary Cleveland #1		K. Bakowski #8	
Charles Garbini #2		Susan Williams #10	
Anne DeCaire #3		Doris Miklitz #11	
Robin Harbaugh #4		Stefanie Baxter #13	
Susan Olson for Christy Mannering #5		Alex Keen #14	
Traci Peterson #7			

Members absent: Glenn Loller #6, Vacant Seat #9, Krista Urbaniak #12

Others Present: Scarlett Hamm and Darcell Griffith

Welcome and Introduction

Review of Minutes from March 16, 2016: Approved as written

Old Business

- There are ongoing concerns about the issue of smoking on campus. Tom LaPenta, John Brennan, Sylvester Johnson and Pat Ogden plan to meet to assess the situation and identify how to best address continuing infractions of the tobacco-free campus policy.
- There is still an ACES vacancy in District 9. HR is working to fill the vacancy.

New Business

- It was noted that no tours are currently set up for future ACES meetings. Two members volunteered to explore possibilities in their Districts for a tour in September – Doris Miklitz will look into a Library tour, and Susan Williams will consult with Athletics.
- Greg Oler (VP of Finance) will be a special speaker at the next meeting.
- Update on the new UDeserve It! program –
 - Everyone agreed that the team did a great job with promoting the program at the Benefits Fair.
 - A concern was raised about the nomination form and the amount of information requested. Susan Williams indicated that she and Christy Mannering will review all input received.
 - There will be 3 recipients this year who will be honored at the Employee Picnic. For this inaugural year, the recipients will be randomly drawn from all qualified nominees.
- 403B modifications
 - Charlie noted that he thought the information sessions held during the Benefits Fair were well done.

- Darcell indicated that a significant communications strategy is in place and there will be a great deal of communication during the summer regarding the changes. HR and TIAA are working together to develop a set of FAQs which will be posted on the HR website.
 - Currently any ACES constituent concerns should be directed to Charlie.
- As a follow-up to a presentation with ACES by Carol Henderson, Vice Provost for Diversity, there was a discussion about how ACES members can best address concerns in their districts. It was generally agreed that in order to create awareness among constituents, it would be appropriate for members to note in an email that concerns regarding diversity, equity and inclusion may be sent to them to be conveyed to the Advisory Council (just as any other concerns are communicated).

Constituent Concerns

District #13

- A concern was raised about the IRS data breach and the number of UD employees who have had fraudulent tax returns filed using their Social Security numbers. It seems that the number is very high. There is additional concern because the Kroll Credit monitoring is coming to an end and will not be extended by UD.
 - Communications from IT should be coming out to campus soon.

District #4

- The College of Education and Human Development maintains college-level councils for Exempt and Non-Exempt staff in addition to the University-level councils. At a recent college-wide meeting there was an inquiry about whether other units also have separate councils. Doris noted that the Library (District 11) does and she will share information with Robin about how they function.

District #14

- A concern was raised about potholes in Parking Lot 34 C. Stefanie asked Alex to forward the concern to her.
 - *[Rind, Richard]* These are on our list for repair this summer, thanks.
- A constituent requested that the number of characters allowed in the UDeserve It! Nomination form be increased. Susan indicated that this has already been done.
- There was an inquiry about getting more electrical vehicle charging stations on campus for non-University vehicles. Alex will forward concern to Stefanie.
 - *[Rind, Richard]* We are attempting to identify locations and funding to add more chargers for general use with a goal of having chargers available in all areas/permit price points.
- A constituent inquired about the timetable for implementing the new Overtime Rule of the Fair Labor Standards Act.
 - Darcell noted that the final rule had just been released on May 17. She indicated that a team from HR, Finance, Budget and Communications are reviewing the final rule and will be preparing a communication strategy to indicate how the new rule will impact University employees.

Announcements

- No announcements.

The meeting was adjourned at approximately 3:45 p.m. by Charles Garbini. The next meeting will be on July 20, 2016.