

## Minutes – May 17, 2017

After a tour of Special Collections areas guided by Tim Murray and Rebecca Melvin, members met in Room 200B and the meeting was convened at approximately 3:30 p.m. by Stefanie Baxter.

### **Members present:**

<b>Member</b>	<b>District</b>	<b>Member</b>	<b>District</b>
Robin Harbaugh	#4	Doris Miklitz	#11
Gerald Hendricks (in for Christy Mannering)	#5	Stefanie Baxter	#13
Cheryl Rodriguez	#7	Alex Keen	#14
Susan Williams	#10		

**Members absent:** Mary Cleveland #1, Charles Garbini #2 (present for Library tour but had to leave before the meeting for an ISE Lab power emergency), Madelyn Mickle #3, Glenn Loller #6, Kris Bakowski #8, Vacant Seat #9, Amanda Gearheart #12 (excused)

**Others Present:** Thomas LaPenta, Chief Human Resources Officer  
Scarlett Hamm, Employee Relations Specialist

**The minutes from the March meeting were approved as submitted.**

### **Old Business**

- Alex Keen will email an open invitation to district representatives to form a sub-committee to meet over the summer to review, update and modify the council by-laws.
- Tom LaPenta reported that the current plan for redistricting will be along the seven colleges and the major units. Kathie Wilson is working on the divisions and this information will likely be available at the next meeting for review by the group. Tom suggested adding an at-large member or two to represent the entire group.
- Old Business – Student War Memorial. - Charlie

### **New Business**

### **Constituent Concerns**

#### **District #4**

- **Thank you to the grounds crew for doing a great job on sprucing up the area circled by Alison Hall, Kent, Caesar Rodney and The Green with new plants, mulch and edging.**
  - This note of thanks will be passed on to Sylvester Johnson

- Sylvester sharing with his team

## **District #14**

- **Suggestion for increased accessibility or a more flexible permit with different permissions for staff who travel campus often (as some other institutions have). Central or gated parking is an expensive option and not always easily available.** *[Rind, Richard]* We offer permits with significant flexibility to help address the need to drive to distant parts of campus - Annual garage permits are valid in all three garages and Gray and Red areas, Central permits are valid in Gray and Red areas and Gray-east and Gray-north permits allow use in either gray section as well as Red areas. Red permits can also park in the south lots or Laird campus. Service vehicle passes are available to help staff get close to a building for loading/unloading and drop offs; any staff member with a red permit or above can use their department's service pass. We also encourage walking or utilizing the shuttle bus system as much as possible.
- **Question: Is there a plan to add a bike rack to the Visitors Center lot? There does not seem to be any bike parking along that street aside from Trabant. Adding bike parking to the UD Parking map would be another improvement.** *[Rind, Richard]* There are currently 6 hitching posts next to Honors and 4 next to CBC. There is a wave rack on the north side of the Visitors Center near South College's pedestrian entrance. Unfortunately, the parking map does not include all campus buildings, which makes it impossible to show all of the bike racks campus-wide. It may be better to add it to the walk-about-map produced by UDPD.
- **Question: How does UD check for gender equity in salaries in same-job positions?**
  - Many factors are looked at when reviewing gender equity in salaries:
    - Time at the University
    - Time in current position and previous positions
    - Review of salary history
    - Education
    - Performance Appraisal(s)
    - Other: Background and experience of someone prior to hire at the University (Compensation may obtain previous experience).
- **Suggestion that the Perkins Parking Garage restrict parking to compact vehicles only on the corners where vehicles turn. Turns are very tight when large vehicles or long trucks park there.** *[Rind, Richard]* Currently we have designated some corners for compact vehicles. We will re-evaluate those to see if we should increase the number of compact vehicle spaces.
- **Alex also suggested speedbumps in the Perkins Parking Garage.** *[Rind, Richard]* Currently, there are no plans to install speed bumps on campus. If vehicles are operating unsafely, please notify UDPD. Parking Services does not handle moving violations such as speeding and reckless driving.

## District #5

- **“Why did the faculty put a \$1,000 lump sum amount into their new contract which they will get as a “bonus” but staff will not be getting. During a faculty meeting a professor stated it was specifically done so that staff would not get a share.”** *[Tom LaPenta]* The lump sum was part of the larger agreement. Faculty agreed to sunset their retirement leave year after June 30, 2020.
- **“Now that UD is dropping Fidelity, will it cost employees money or will employees get a fine if they move their money out of Fidelity and into TIAA for the greatest investment opportunity?”** *[Tom LaPenta]* There will be no fine to move your money to any of the approved monitored funds, which will offer excellent investment opportunities. An email communication with additional details is forthcoming. There will be a brokerage fee (not from UD) for unmonitored funds if going through the brokerage window.

The following two District #5 constituent concerns from last meeting have not received answers yet:

- **There is a very faded UD sign near our entrance closest to the old Girl Scout building that says “Main Campus” with an arrow. I was wondering if you could bring this up at your next meeting. Could the sign be removed, as it looks bad? Could it be changed to say “UD Central Campus” because we in the CANR are main campus too?**
  - Sending this over to Kris Bakowski.
- **Maybe the advisory council has already discussed this and I missed the results. I remember there being a survey regarding the desire for electric car charging stations on south campus. Did anything come of that?** *[Rind, Richard]* Michelle Bennett from the Sustainability Office is working on adding charging stations in all areas of campus. Currently there are charging stations for general use at Perkins Garage, Pearson Hall, and Hullahen Hall lot.

## **Announcements**

- Effective July 1, 2021, employees retiring under the University of Delaware 403(b) Retirement Plan must be 55 years and older and have a combined age and benefit years of service that equals 80 to be eligible for retirement benefits. In addition, a minimum of 15 years of benefit years of service is a requirement for retirement benefits. Age qualification is not required for employees with 30 benefit years of service.

The meeting was adjourned at approximately 4:20 pm by Stefanie Baxter.