

Non-Exempt Staff Advisory Council Meeting Minutes

Meeting Minutes from December 9, 2015

NSAC Members Present:

Dawn Byrd – District 1
Kathy Murphy – District 2
Linda Blake – District 4
Derrick Allen – District 5
Susan Zarebicki – District 6
Eunice Wellons – District 7
Ladonna Miller – District 8
Cathy Corsi – District 10
Susan Biddle – District 12
Lisa Collins – District 13

Members Excused:

Staci Truitt – District 3
Sandi Bradford – District 11

Others Present:

Tom LaPenta – CHRO, Human Resources
Scarlett Hamm – Human Resources
Mary Cleveland – Advisory Council for Exempt Staff
Charles Garbini – Advisory Council for Exempt Staff
Michele Jones – Work-Life Coordinator, Employee Development
Kathy Corbitt – Director, Employee Development and Well-Being

Charles Garbini spoke about a new recognition program that ACES would like to put in place called UDeserve It! It will be used to recognize employees who help make the university a better place to work. Anyone working at the university qualifies and can be nominated. A council will be formed and will be made up of 3 ACES members, 3 NSAC members and 1 person from Human Resources. There will be a web form available for nominations and will be totally anonymous. The person recognized will receive a Certificate of Appreciation, an article in UDaily and possibly prizes given quarterly. There may also be a drawing at the UDid It Picnic to select one grand prize winner.

Kathy Corbitt and Michele Jones discussed how their department can help to identify and develop work-life practices to promote professional/family life balance by creating work place flexibility, financial support, creative ways to use paid time off and community volunteer

programs. Some ideas include family game nights, family photo day, and possibly a health campaign.

One idea for engaging new employees is to give them a bucket list of things to do on campus over a 5 year period. Possible reward if a certain number of tasks are completed within a year. It's a way to keep them engaged and want to stay on campus.

Minutes from October, 2015 meeting were approved.

Old Business

None.

New Business

A new president was announced, Dr. Dennis Assanis. Scott Douglass, Executive V.P./Treasurer is leaving for a position at North Carolina State. Alan Brangman will be the Interim V.P. Darcell Griffith is taking over as Director of Benefits and Compensation, replacing Chris Ulrich who retired.

Constituent Concerns

1. The white bricks around the fountain on the Green are coming up and could cause a stepping hazard.
Will be contacting Mike Loftus with this concern.
2. Is it possible to consider more wellness/fitness classes down on South Campus. Buses don't go close enough to the Little Bob to get to the gym and you can't park up there because most employees on South Campus have red passes and you need a gray one to park up there.
Kathy Corbitt's response: Historically, we have offered classes (yoga, ZUMBA) at STAR and in some of the Athletic facilities. More recently, we have been challenged with those spaces being utilized or allocated for other purposes. We continue to inquire and would welcome ideas as our goal is to meet employee needs with services and classes where they are on campus.
3. Is there an avenue to address inefficiencies between departments and procurement?
There are too many steps that need to be taken between vendors and departments and the system is not very efficient.
Tom will look into having Greg Oler, V.P. of Finance, come talk to us about this.
Greg Oler has asked Augie Maurelli to attend the next meeting to discuss.
4. Is there any discussion for moving the salary cap for employees who have been here for a long time?

Tom LaPenta stated that it was moved a little bit recently. He also stated that any job has a level at which the top is what the job is worth. An employee may consider searching for another position.

5. How can supervisors help someone move along their career path if they are exempt-staff?

Tom suggested bringing in Darcell Griffith and Jared Aupperle to discuss this with us.

6. There is a concern with security on campus. There is a sense of always just being out in the open.

Tom suggested bringing in someone from Public Safety to discuss what to do if a situation arises.

7. Why do they close off half the garage for Board of Trustee meetings? One of the constituents claimed they couldn't get a spot in the Trabant garage the last time there was a meeting.

Cathy Corsi explained there is a spot for everyone who has a permit for the garage. It might be the last spot on the top floor but if you have a permit for the garage, there is a spot for you. Parking Services closes off the ticket takers when those open spaces get filled, not the permit holder spaces.

8. How many days bereavement are you entitled to if a grandparent dies?

Three days. The new updates will be posted as soon as possible. OGC is building a new policy platform. All HR policies have been updated and reside with EVP/OGC. New policy platform to roll out in the spring and HR cannot get any policies updated on the old site.

9. Can there be a real traffic light installed by the Caesar Rodney dorm/dining hall on Academy Street instead of the blinking light? Sometimes you wait there forever for the students to cross the street.

Pat Ogden, Chief of Police, said that will be going before the Traffic Board for the City of Newark.

Meeting was adjourned at 4:00 pm.

Next meeting is scheduled for February 17, 2016 at 2:30 pm.

Respectfully submitted,

Cathy Corsi