

Minutes – July 15, 2015

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

Members present:

| Member | District | Member | District |
|-------------------|----------|-------------------------------------|----------|
| Mary Cleveland | 1 | Traci Peterson in for Debbie Kirwan | 7 |
| Charles Garbini | 2 | Susan Williams | 11 |
| Anne DeCaire | 3 | Stefanie Baxter | 13 |
| Robin Harbaugh | 4 | Steve Kramarck in for Alex Keen | 14 |
| Christy Mannering | 5 | | |
| Glen Loller | 6 | | |

Members absent: Mike Parisi #8, Anthony DiPilla #9, Krista Urbaniak #12

Others Present: John Brennan with CPA and Kelly Graf with Development, Thomas LaPenta and Scarlett Hamm (Human Resources)

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

Minutes

Kelly Graf and John Brennan attended the meeting to discuss The Messenger which is a publication whose primary audience are alumni of the University of Delaware. It is meant to tell the UD story. The Class Notes section is the most popular. There is a circulation of 160,000 which includes active alum, donors spanning the last 2.5 years and current parents. The publication was recently moved to the Office of Development for content, but design is still housed with the Office of Communications and Public Affairs (CPA).

The September issue will have a new special column which will be called "My UD" in which a staff member is profiled and has an opportunity to share their UD experience. In addition, Kelly mentioned that they are looking for original content and not just repurposed UDaily articles to freshen up The Messenger publication and make it something new.

ACES shared their feelings on being able to include more staff affiliated stories because staff are a large part of the University of Delaware. Many students work as student workers throughout their time enrolled and many parents of children here are also staff members. It would be nice to see staff represented. John explained that they would

welcome more story ideas about staff contributions and Kelly supplied us with the email address themessenger@udel.edu.

Colleges are equally represented as best as possible. Equal representation is not always per issue but rather over a span of a year. College Communication Specialists provide story ideas for their College on a regular basis. Because of the production schedule, it can sometimes take several months before a story runs in The Messenger.

Old Minutes Approved

Old Business –

- There is a district #4 constituent concern regarding trash overflow near the libraries which was sent to Sylvester Johnson. Follow-up is needed as the concern has not yet received a response.
- There was a quick follow-up regarding the health insurance increases in which Tom LaPenta shared that Chris Ulrich is staying on top of the issue and requesting additional information. The University is staying apprised and considering their options moving forward. The end goal is to make sure costs do not continue to rise for the University and its employees.
- There are committees in place right now looking over Fidelity investments with a goal of being able to look over 403b options in an effort for employees to get the best investment.

New Business

- Nurse Managed Healthcare located on the STAR Campus provides primary care and counseling. This isn't necessarily new but it is a largely untapped resource for the Newark and UD community.
- UDeserve It! This is a council driven effort to help employees have a way to both nominate people they see going above and beyond the call of duty and also to have the opportunity to receive a nomination themselves. The plan is for this award to be available to exempt and non-exempt staff once we receive buy-in from the non-exempt staff council. There will be chances to win quarterly and yearly (this is up for debate). Recognition will be made through listings online including nomination testimonies and a certificate. Prizes have not been chosen, this will be up to the discretion of the councils. Nominations will go to a committee who will determine winners based on the nomination forms. There will not be any identifying fields included when the nominations go to the committee so the winners will have been chosen based purely off of merit.

Constituent Concerns

District #2

- Would the University consider making parking rates based on salary?
 - [Rind, Richard] We receive this suggestion occasionally and some universities do operate this way. However, we have several issues with pricing parking this way. The first problem is confidentiality – We do not want our parking staff to know sensitive and confidential data such as salary (or even salary ranges) as some schools use. Secondly – salary alone does not accurately reflect a person’s financial situation as expenses, personal family situations, etc. all have a huge impact on someone’s ability to pay for anything. And most importantly, pricing parking based on one’s ability to pay will result in the following scenario: two cars, parked side-by-side with identical parking permits, receiving identical service paying very different prices. We consider that unfair. It is hard to imagine shopping in a store or entering a parking facility and being asked how much salary I earn before being quoted a price.
- Perhaps make rates the same regardless of the lot (except for gated lots and parking garages? People that work at STAR campus pay less and can walk right into their building. I pay \$567 and have to walk a distance.
 - [Rind, Richard] We have priced parking based on supply and demand; parking is in shorter supply and more in demand on central campus so it is priced accordingly. We do offer permits at various prices and locations in the hopes of offering a permit to fit every budget. In addition, pricing parking in perimeter areas significantly lower than central campus encourages remote parking and the use of buses to get to central campus which results in less congestion.

District #5

- I understand that UD Admin has eliminated Linda Spotts position. She was the UD employee who managed the Faculty Staff Assistance Program. She was a social worker and counselor by training and had that role for all UD personnel, as well as coordinated those types of support programs for employees. The plan is to refer everyone to HMS, an outside entity who has worked with UD in the past. I would like to express concern for this change as a supervisor and I would like to know to whom we should refer staff who need these kinds of support in the future.
 - Due to budget cuts to the Human Resources department there is a need to make adjustments in the department. A decision to cut a counselor position was made due to the fact that there are other counseling options for UD employees available, i.e. Health Management Services, the Nurse Managed Healthcare and the Psychology Clinic on-campus. – Tom LaPenta

- Comments of interest regarding the employee award program. Constituents would like updates and are interested in participating.

District #13

- The past two winters have been hard on the concrete pavers in Mentor's Circle, especially those in the walkway in front of Hullihen Hall. Some of the pavers are loose or sticking up, where others are broken, leaving gaps in the walk way. This could be a liability issue or workman's compensation issue if someone gets injured because the pavers have not been replaced. When will these pavers be replaced?
 - **Response from Mike Loftus:** I presume you are referring to the 12" X 12" concrete pavers in the fire lane south of Hullihen . We do have plans to replace / repair pavers throughout the summer. I will make sure this area is included on the list of sites to be evaluated.
- For each graduation and alumni day, sod is taken up, new sod put down. It is then taken up again and new sod put down again. This seems extravagant. Why is it done this way?
 - **Response from Mike Loftus:** As the events on the Green have expanded we have searched for the best method to restore and maintain the Green, which is well recognized focal point of the campus.

For several years we attempted to renovate the Green which are stressed by weeks of no irrigation, concentrated foot traffic and several days of high traffic volume by multiple vendors with large truck and equipment (tent companies, stage crews, delivery trucks and event companies). For many years we attempted to seed and fertilize the Green to restore. Unfortunately, summer is not the optimal time to attempt to grow grass from seed and, despite the efforts of my turf manager and staff, we frequently found the lawns still in poor condition when the students returned in the fall. In addition to weakened turf and physical damage there are numerous depressions and tire ruts which may not be visible to someone walking down the Green. These areas require sod removal and regrading to repair.

The decision was made several years ago by administration that the fairest solution was to charge individual events for damages to the Green as well as other areas of the campus.

Following events we survey the Green to assess the extent of damaged / worn turf and determine which areas are likely to rebound and which we feel, in our professional judgement, will continue to struggle and decline throughout the summer. Once we assess the area we determine how to approach repair. Depending on the conditions we may over seed, sod with narrow roll sod, or large roll sod. This year and last, due to the extent of

the damage and the reduced cost of installing wide roll sod we felt that option made the most sense for the University.

Announcements

- Tom LaPenta shared that there are several major searches happening across campus, in addition to the President's position. These include the head of the Library position previously filled by Susan Brynteson. Applicants across the nation already know about the opening. There are others opening soon as well, which will be a good opportunity for UD to bring in fresh new faces. Larry White, Vice President & Chief Counsel, is also retiring in December.
- Christy Mannering shared the news about her 11-year-old son, Braeden, having just received two national scholarships for his service work in hunger relief. One through the Stephen J. Brady Scholarship with the Sodexo Foundation and one with Kohl's Cares. The scholarships both came with grants that will go towards his foundation Brae's Brown Bags. Hooray!

The meeting was adjourned at 4:02 pm by Charles Garbini.