

Advisory Council for Exempt Staff Meeting
December 2, 2015
Minutes

Present: Charles Garbini (#2); Stefanie Baxter (#13); Deborah Kirwan (#7); Alex Keen (#14); Doris Miklitz (#11); Robin Harbaugh (#4); Susan Olson (#5 – substituting for Christy Mannering)

- **Welcome and Introduction**
- **Review of Minutes**
 - Minutes accepted without revision.
- **Old Business**
 - Update on status of benches in front of the Library
 - The safety issue has been resolved.
 - Concerns about smoking and idling outside Mechanical Hall next to the air intake for the building
 - Stephanie Baxter indicated that the constituent raised the issue again. Although it was initially thought that the signs had been installed, Stephanie said that the job had been required to go out to bid, so the process was delayed. Charles asked Stephanie to check to see if they had been installed now.
 - There was discussion about continued smoking on campus and the reactions of people when they were reminded that UD is a smoke-free campus (not particularly receptive or cooperative). Tom LaPenta reiterated that if someone is observed smoking on campus, Public Safety should be called.
- **New Business**
 - Title IX Training for Faculty – Discussion of ACES letter to Interim President Nancy Targett and her response.
 - Charles shared a hard copy of the letter received from Nancy Targett.
 - He also noted that as of two days prior to the meeting, 96% of staff had completed the training and 72% of faculty had completed it.
- **Constituent Concerns**
 - Alex shared a constituent's ongoing concerns/frustration with UDTIME.
 - TL: Major problems have been resolved, but in-house IT is still working on issues. He requested that Alex set up a meeting for him with the constituent so he can address the concerns directly.
 - Alex also shared two parking-related concerns:
 - Lack of signage for the Perkins Parking Garage on Academy Street (coming for both directions).
 - Answered 12/4/2015 [**Rind, Richard**] There are currently visitor parking signs with directional arrows in both directions on Academy Street; they aren't large but are easy to see and read considering the low speed limit on Academy.
 - CSB parking – concern that the lot is already filled at 7am. Constituent suggested considering making that lot 1-hour parking to accommodate people just who want to go to CSB for a workout.
 - Answered 12/4/2015 [**Rind, Richard**] The large parking lot across N. College has a significant number of empty spaces, particularly at 7am; we suggest proceeding directly to that lot rather than wasting time circling the other lot hoping for someone to leave. Parkers visiting the CSB will receive the added benefit of an additional mini-workout from the walk. If time is an issue, the metered parking is available for those unwilling to walk from the larger lot across the street. The parking in that area serves many buildings in addition to the CSB so it doesn't seem appropriate to structure the parking policy to suit only one need

as we try to balance the needs of all users of the UD parking facilities.

- TL shared concern forwarded by Mary Cleveland regarding issues with the new job posting process for work-study students.
 - TL: Will ask Scarlett to forward the email to Charlie, who will address.
- Stephanie shared a concern indicating that the constituent would have appreciated a final reminder that the United Way campaign ended on November 30.
 - TL: The “quieter campaign” was intentional based on previous feedback from the UD community.
- Robin shared a concern that a constituent noticed some performance appraisals from last year that had not received final HR approval.
 - TL: Let him know which ones and he will address.
- **Announcements**
 - Scott Douglas is leaving UD to go to NC State. Discussion ensued regarding several other employees who are leaving the university.
 - TL noted that HR is beginning to explore the needs of employees with respect to childcare. If ACES members have any ideas on this, please share them with TL. Alex also suggested the possibility of developing (as a minimum) an “emergency childcare” resource for employees when their existing arrangements fall through at the last minute.
 - Alex asked about the possibility of setting up a meeting for ACES members with the new president after he begins.
 - TL: Yes, just need to ask Susan Williams to get it on Dr. Assanis's calendar.

Respectfully submitted,
Susan Olson
(District 5 substitute for Christy Mannering)

Email correspondence to be shared regarding Title IX

From: Garbini, Charles O.

Sent: Friday, October 2, 2015 8:15 AM

To: Targett, Nancy M. <ntargett@udel.edu>; Grasso, Domenico <dq@udel.edu>; Opila, Robert L. <opila@udel.edu>

Cc: 'DiPilla, Anthony' <A_DiPilla@facilities.udel.edu>; Baxter, Stefanie <steff@udel.edu>; Cleveland, Mary E <maryelln@udel.edu>; Decaire, Anne Michelle <aderb@udel.edu>; Harbaugh, Robin Mary <harbaugh@udel.edu>; Hill, Deborah <debhill@udel.edu>; Keen, Robert A <herrkeen@udel.edu>; Loller, Glen A <glen@udel.edu>; Mannering, Christy L <cmanneri@udel.edu>; Miklitz, Doris G <doris@udel.edu>; 'Parisi, Michael' <m_parisi@facilities.udel.edu>; Urbaniak, Krista <urbaniak@udel.edu>; Williams, Susan <susanlyn@udel.edu>; LaPenta, Thomas <lapenta@udel.edu>; Hamm, Scarlett <scarlett@udel.edu>; Groff, Susan L. <groff@udel.edu>

Subject: Faculty Title IX Sexual Misconduct Training

Dear Acting President Targett, Provost Grasso, Prof. Opila,

I am writing this letter on behalf of the Advisory Council for Exempt Staff (ACES).

It has come to our attention that the faculty at UD are exempt from taking the Title IX Sexual Misconduct Training. To us, it seems that because the faculty have extensive interactions with the student population, they would benefit the most from this training. The staff are required to participate in this training exercise, and our Council supports the efforts of the Office of Equity

and Inclusion 100%. We are deeply disappointed that faculty do not support this effort similarly. Furthermore, because this training exercise is mandated by Federal Statute, we feel that not having a full compliant faculty makes UD highly liable.

We hope to hear from you soon explaining why this situation exists and how it benefits the overall University community.

Thank you for your attention to this matter.

Sincerely,

Charles Garbini

President of the Advisory Council for Exempt Staff

Response from Acting President Nancy TargettFrom: Nancy M. Targett

Sent: Monday, October 19, 2015 1:25 PM

To: Garbini, Charles O. <garbini@udel.edu>

Cc: Grasso, Domenico <dq@udel.edu>; Groff, Susan L. <groff@udel.edu>; Opila, Robert L. <opila@udel.edu>

Subject: Re: Faculty Title IX Sexual Misconduct Training

Charles,

Thank you for your note and my apologies for the delay in responding. I appreciate the Advisory Council's support for the Office of Equity and Inclusion and the Title IX training program.

You raise a good question regarding the mandatory aspect of the training for faculty members. When we first introduced the training program in July, we indicated it would be mandatory for all employees. The UD chapter of the American Association of University Professors, which is the formal collective bargaining representative for our full-time faculty, questioned whether the University could mandate training for faculty, stating that in the union's view any penalties for noncompliance would violate the terms of the collective bargaining agreement and the Faculty Handbook. In response, we worked with deans and department chairs to present the training in a positive light to faculty members. We wanted to help them understand, as you do, the value of the training and encourage them to participate even though (in the union's view) we could not mandate participation for unionized faculty members. We are still hopeful that, even without mandating participation in the training program, we can convince reluctant faculty that training protects them, protects our students and serves as a highly visible manifestation of our institutional commitment to Title IX.

I am pleased that the majority of our faculty and staff have participated so far. I very much appreciate your support in this effort.

Regards,

Nancy M. Targett

Acting President