

Non-Exempt Staff Advisory Council Meeting Minutes

Meeting Minutes from June 17, 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

Arielle L'Esperance – District 9

Susan Biddle – District 12

Lisa Collins – District 13

Members Excused:

Sandi Bradford – District 11

Cathy Corsi – District 10

Staci Truitt – District 3

Others Present:

Tom LaPenta – CHRO, Human Resources

Scarlett Hamm – Human Resources

Three new members, Linda Blake, District 4; Arielle L'Esperance, District 9; and Susan Biddle, District 12, were introduced.

Tom introduced Dr. Michael Chajes, Engineering, who spoke to the group about updates and changes being made to manage the Title IX implementation and discussed best practices regarding the assessment of sexual harassment and assault allegations.

Sub-committees have been formed to focus on: 1) Education & Prevention, 2) Policies and Procedures, and 3) Data Collection (surveys). Sub-committees will be working on providing different resources for educating the UD community, including online training. The group will be reviewing what resources exist, and what we can do better. Suggestions are welcome! Comments and suggestions will be kept confidential. The commission will become active in the fall. However, you may visit www.udel.edu/gbv/facsencommission at any time.

UD has hired two Title IX investigators who will be starting in the next few days.

Tom stressed that this is a very necessary effort that UD is focusing on. Multiple issues are reported on a daily basis.

For the benefit of the new members present, Tom gave a brief overview of how the advisory councils were originally formed. In the 70's it was decided it would be good idea to have such a committee in order to "get a pulse of the workforce" to discuss where improvements could be made, etc. At least once a year, the president, executive vice-president, and provost are invited to attend this meeting as well. Tom stressed that policy changes have been made based on the input of this group and our constituents. The recent change to the bereavement policy is a good example.

The last recorded minutes (February, 2015) were reviewed and approved. Tom commented the April meeting included a tour of the new dining/residence hall facilities, which are very impressive and state of the art.

Old Business

None

New Business

- Nancy Targett, Dean of the College of Earth, Ocean and Environment, will serve as interim president until a new president is hired.
- We will schedule a visit to the College of Ag Research & Education Center in Georgetown, DE for the August meeting.
- Linda Blake suggested a tour of the STAR campus for future consideration.

Constituent Concerns

- Highmark Blue Cross is proposing a 24% rate increase. How/when will that affect us, and what is UD doing proactively to protect the healthcare interests of their

employees? The Office of the Insurance Commissioner is having three public information sessions; should UD be having information sessions as well?

- The State of Delaware has a state employee committee. We attend that meeting, but don't have voting privileges. Our increase was reported shortly before the beginning of the fiscal year (by the benefits committee – not legislative). The percentage eventually got cut from 26% to 24%, and UD is picking up the largest share; however we can't sustain this kind of increase year after year. The Office of Insurance Commission has a website. Tom will find out if something will be posted on our website regarding upcoming changes.

- Will there be an increase in parking rates? If so, what will they be? Can there be a year or two off from parking rate increases? Also, where does the money go that UD collects from parking?

- We don't know at this time if there will be a parking increase. Parking finances the entire bus system, maintenance of parking lots, snow removal, etc. Cannot commit to refraining from future increases. The bus system is a huge expense and the costs for maintaining parking areas, sidewalks, etc. are high.

- Why can't staff members attend town hall meetings to meet the short-listed candidates for president?

- Due to the nature of the position, very few candidates will allow their names to be announced. UD will afford them the confidentiality they require to protect their standing in their current positions. Many candidates will not apply unless they can do so confidentially.

- Why is there no representation from non-exempt staff on the search committee for the new president?

- The Dean of Students, Jose-Luis Riera, is very open to suggestions and questions. Visit <http://sites.udel.edu/presidentialsearch/> for information and updates on the search. You are encouraged to contact them with suggestions/concerns. Tom emphasized Don Puglisi is very good at responding to comments.

- Is UD eliminating their bus drivers? Are there any other units on campus that are being looked at for privatization or outsourcing?

- There will be no elimination of drivers. Tom is not aware of plans for outsourcing and/or privatization at this time.
- Does the governor have to issue a state of emergency to justify snow days for employees? If no, who makes the decision?
- No, a state of emergency is not required to justify snow days. There is a group of at least 12 people involved in making the call. These include Tom LaPenta, a public safety representative (who consults with state police), VP of Facilities, grounds staff representative, executive vice-president and the provost. The provost has the final say. In addition, directors in Kent and Sussex counties make the decisions locally, as weather conditions vary throughout the state. In ALL cases, safety is the main concern.
- For each graduation and alumni day, sod is taken up, new sod put down. It is then taken up again. This seems extravagant.
- Tom couldn't comment, but offered to invite Sylvester Johnson of Facilities to one of our meetings to provide answers.
- Mike Loftus of Facilities responded as follows:
 - 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 trucks 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.

- A miscellaneous wage employee asked why they have to pay their parking up front.

- Tom will ask Rich Rind, and added that employees aren't required to park in UD parking lots. The City of Newark also provides parking options. Parking lots are getting crowded, but are less so in summer. Tom mentioned the city is talking about a high rise parking facility behind Grottos. This would be a great help.

- Below is Rich Rind's response:

- We have met with Payroll and made the request to allow misc. wage payroll deduct for parking; they are checking to see if the PeopleSoft system can accommodate deductions for that group of employees.

- How are prices determined for parking? Jenny Sparks or Rich Rind will be invited to a future meeting to help answer this question. As mentioned above, a high rise parking facility built by the City of Newark is needed. An email to your city councilman to express this need is encouraged.

- Below is Rich Rind's response:

- We estimate our expenses for the coming year, factor in anticipated demand and availability of parking spaces which leads to proposed rates necessary to break even as Parking Services is a self-supported unit. The rates are then reviewed and approved by senior administration.

Before we disbursed, Tom asked if the group had further questions regarding healthcare. He commented there will be a committee to discuss these issues and how to balance and manage these increases. Our biggest cost is healthcare/benefits. An effort will be made to make any future increases as incrementally as possible and over time to lessen the financial impact for both employees and colleges/departments.

Tom encouraged members to contact him or Scarlett at any time for information needed as representatives of our districts.

The next meeting is scheduled for August 19th at the Carvel Research & Education Center in Georgetown, DE.