

Bellarmino University
Staff Council August Meeting
 Meeting Minutes

DATE OF MEETING

<i>Present:</i>	Hannah, Abigail, Theresa K., Teresa C, Emily B., Ken F., Fahim, James, Michelle, Sara J., Daeja, Shelby, Julie,
<i>Not Present:</i>	Shannon
<i>Next meeting:</i>	

1. Meeting called to order at 11:03am
2. Approval of minutes from Emily
 - a. Motioned by and seconded by Sara Jane
3. Elections
 - a. Need to replace 8 people who are rolling off
 - i. Admin and Finance
 - ii. Student Affairs
 - iii. Senior Vice President needs 2 replacements
 - iv. 1 more from Athletics
 - v. Add 1 more from Academic Schools
 - b. We are supposed to have 1 representative for every 15 people within each division, with a max of 3. This is shifting to a range.
 - c. Motion to vote to change the range in the bylaws
 - i. Seconded by Sara Jane
 - ii. All in favor, none opposed
4. University Council
 - a. Mega Council made up of folks from all over the university. Does not replace faculty/staff council. Advisory board to President Donovan.
 - b. Verbiage about University Council will be sent out for each Councilor to send out to their division
5. Open Forum for Staff Feedback
 - a. Looking at morning of May 10th in Hilary's
6. June Meeting Request Coming Soon
7. Orientation in August
 - a. Clarifying duties, responsibilities, constituents, etc.
8. Elizabeth Hinson-Hasty to discuss faculty council potential vote of no confidence
 - a. Not voting quite yet, but plan to put together a draft of the vote of no confidence and vote on a later date
 - b. Dr. Hinson-Hasty- The coordinating committee created a structure to discuss today with a vote of no confidence. According to Faculty Governance, vote of no confidence passes by majority.
 - i. Will also be determining "who" they are intending to vote "no confidence" in
 - ii. If they decide to proceed today, Faculty Assembly will officially vote next week
 - c. What is a vote of no confidence?
 - i. Symbolic vote

- ii. Related to the preservation of commitment to Liberal Arts
 - iii. Based on concern that the future of the university has not considered the faculty opinion
 - iv. Part of the current friction is that faculty had spent time outside of normal working hours to provide defenses of the programs that have been eliminated, and it did not seem to be considered. Some of them are central to Liberal Arts identity and the history of the school.
 - v. At most institutions, votes of no confidence don't necessarily mean there is immediate action taken or a change in administration. In the recent history of higher ed, though, it is the only way a faculty really has a way to raise their voice.
 - d. Staff Concerns we are raising in our letter to Faculty Council
 - i. Our current plan to get out of our current deficit is fundraising and enrollment goals. How will this impact these goals?
 - ii. Ken- How will bad press impact BU?
 - iii. Concern about how we will move forward with these goals if there is so much division.
 - iv. What is the outcome or the plan if there is a vote of no confidence? Would it be more impactful to ask for specific solutions or specific resignations? Staff does not have voting power.
 - v. Julie- Was at a previous institution with a vote of no confidence- Donors, Foundations, enrollment all dropped off. Had devastating financial impact. Nobody would take the President job.
 - 1. At a different institution, the vote of no confidence was very quiet, the president retired quietly, and they were able to get back on course. However, that still involved closing programs. Were able to recover much more quickly.
 - vi. Faculty are also concerned that the vote is going to be pushed through too quickly without following protocol.
 - e. Upper administration is aware that the conversation about a vote of no confidence is happening
 - i. Tracey Cox- Are there discussions in faculty council that they need to limit conversations around students about these issues?
 - ii. Dr. Hinson-Hasty said it has been discussed many times
9. Motion to approve letter to Faculty/Faculty Council
 - a. All in favor
10. Survey Results
 - a. Plan to share PowerPoint presentation out
 - b. Survey was open for a couple of weeks. Over a 53% response rate.
 - c. There is still a gap in understanding the purpose of staff council and who representatives are. We are going to share information out more regularly- each semester.
 - d. Overwhelmingly, people want more regular updates after each meeting. Plant to share out approved minutes and upcoming agendas, encouraging folks to add things they would like us to discuss.
 - e. Seems we need to be more intentional about welcoming new staff members.
 - f. The majority of staff are here fully in-person, plan to look more into how staff could take more advantage of the flex work policy. Most staff are pretty satisfied with their current work schedule.

- g. We definitely need to do some work around work/life balance. Plan to discuss at the open forum.
- h. No Meeting Days are still being explored by Cabinet, but staff indicated that these would be helpful in using time effectively and using vacation days.
- i. The majority of staff are satisfied with Benefits. Plan to continue to explore additional soft benefits.
 - i. Benefits suggestions
 - 1. Rewarding those who don't use sick time
 - 2. Vacation rollover
 - 3. Speed Museum benefit
 - 4. More discounts
 - 5. Eliminate parking costs
 - a. Payroll deductions
 - 6. Stipend if you don't take the insurance plan
 - 7. Replacement for GO365
 - 8. Daycare
 - 9. OnCourse exemption for employees when no books are involved
- j. Folks are worried about JCPS start/end time changes
- k. Worried about Early Retirement Benefit going away
- l. Need for supervisor training
- m. Social activity interests
 - i. Stress relief
 - ii. Lunch and Learn
 - iii. Happy Hours
 - iv. Athletic Events
 - v. On-Campus Professional Development
 - 1. Preference is during the work day
 - 2. Not as interested in participating during breaks
- n. Dining- Overall satisfied with UDH, but qualitative feedback highlighted quality concerns in recent months
 - i. Not as satisfied with Care Ogle
 - ii. Almost 60% said they regularly eat on campus
 - iii. Interest in food trucks, but that can be tricky since there are often minimums
- o. Social Interest
 - i. Trivia afternoon
 - ii. Louisville Bats night
 - iii. Need more advance notice to plan for social events
- p. Staff Accomplishments and Celebrations
 - i. Communications Committee to revisit recognition efforts
 - ii. Want a President email recognizing staff, like Faculty get
 - iii. Staff accomplishments on BU social media
- q. Support and Resources
 - i. Almost 40% said they don't always feel they have the support they need to accomplish their work
 - ii. Over 50% said they don't always have the resources they need to accomplish their work
- r. Professional Development
 - i. Almost 60% are interested in leadership development program

- ii. Staff are interested in developing in
 - 1. Office technology
 - 2. Software tools
 - 3. Community engagement
 - 4. Public speaking/presenting
 - iii. Bellarmine Forward
 - 1. Overall, folks understand what Bellarmine Forward means
 - 2. Qualitative Feedback shows concerns about how Bellarmine Forward is actually going to benefit the university financially
 - iv. Other Feedback
 - 1. Work more closely with Faculty Council and AAUP to make sure our experiences are being shared
 - 2. A new staff member suggested a staff social as a way to meet the 23-24 Staff Council team
 - 3. Lot of concerns about parking
 - 4. More discount days at bookstore and other incentive items
11. Coordinating Council is Meeting with Dr. Donovan next week to go over these results and talk through ideas