

Bellarmino University
Staff Council August Meeting
 Meeting Minutes

February 16, 2022

<i>Present:</i>	Emily Brock, Abigail Walsh, Kent Jennings, Shawn Snapp, Shelby Bosi-Linton, Kevin Rasp, Julie Benvie, Jackie McNatt, Daeja Robinson, Dawn Jewell, Emily Neuhauser, Dominique Clayton, Shannon Meiman, Dalton Washle, Elaine Surdyke, Calene Baldwin, Tracey Cox
<i>Not Present:</i>	Ken French, Caitlyn Hulls, Angela Rone
<i>Next meeting:</i>	February 16 at 11 am on Microsoft Teams

1. Meeting called to order at 11:03 a.m.
2. Approval of minutes from January 19, 2022
 - a. Motioned by Emily and seconded by Abigail
3. Academic Visioning
 - a. Overview of purpose – The current BOT-approved budget for the next three years eliminates the structural deficit primarily (90%) by growing revenues. While all work continues to realize these goals, Provost Gore has launched this Academic Visioning effort to determine what creative contingency solutions Academic Affairs may implement if actual revenues do not match projections. As Provost Gore established in a November 2021 message, "The purpose of these meetings is to have very candid, open discussions about what kinds of options we might want to consider as we look for paths forward for Bellarmine University." The options presented by the workgroups may be considered as possible ways to decrease the number of employee separations that may be required if the university does not achieve stated revenue goals.
 - b. Staff representatives on each workgroup. Advocated for staff representation in groups during December meeting with J. Breslin, M. Wiegand, N. York.
 - c. Work groups – scheduling efficiencies, non-instructional load, new core impact, structure/organization, program profile review
 - d. Recommendations due to Provost by April 1
4. Taskforce for Improving Shared Governance
 - a. Mid-March is when recommendations are due to Dr. Donovan.
 - b. Goal is to set framework of a taskforce to be established to improve shared governance utilizing existing structures.
 - c. Looked at three other schools and models for shared governance to compare approaches and see which process would align with the implementation of the family leave policy. Upcoming meeting will be to review those case study results.
5. RMAC and Compensation Review Committee
 - a. RMAC once again discussed the early retirement benefit (58 and 15 years of service, entitled to 10% of salary every year until reached standard age for retirement of 65, also got BU contribution to health benefits), the BOT seems to

think that it has been done away with but the group is in support of amendments instead of just ending this benefit.

- b. Elizabeth Hinson-Hasty highlighted that it is more a phase out process than a complete end. Proposed that folks who are here now get credit up to some point based on the time they have been here, but phase it out for new hires. Advocating for keeping health care benefits in place until reaching age of retirement. This is going to be also discussed in Compensation Review Committee. Tracey has heard concerns from her coworkers about this and said it feels like the rug is being pulled out from under folks who have been here and done their time, wants to advocate for people who have served the university for quite some time. Highlighted the difference between family and individual health benefits and what compensation is given there.
- c. Emily advocated for restoring pay that was cut, raises of some kind more transparencies for salary across the university or ranges for someone in a certain level of position.
- d. Shelby highlighted the disparities between pay at different leadership levels and how that can impact the ability to dole out raises without doing it across the board because it would lead to everyone else above them to also need a raise to prevent a direct report making more than supervisor.

6. Voting for New Member

- a. Kayla Williams replacement, ballot coming

7. Proposed Updates/Changes to Subcommittees/Staff Council Structure

- a. Changes to make Staff Council structure and subcommittees align better with Faculty Council to encourage more collaboration
- b. Next steps are for Coordinating Committee to evaluate our structure and subcommittees, brainstorm ideas, gather feedback from Staff Council
- c. Tracey advocated for keeping Employee Affairs/Benefits Committee even though it might only be active as needed. Kevin stated that he doesn't think this group will be active but occasionally and maybe this group should be considered dormant. His worry is that Staff Council would become a middle person in the review or implementation of changes to a policy. Keeping the group active would allow staff to advocate for policies that need to be reviewed. Not looking to end this group but would like to restructure or expand the scope. Abigail also highlighted the need to identify the purpose of this group moving forward.
- d. Faculty Council has leadership representation for past-president and future president serve alongside current leadership to provide continuity and context. This could prevent large roll offs from happening and losing that connection to work that has been previously done and should continue. Several folks voiced support for this as being a potential positive change – Kevin, Julie, Calene, Abigail, Shelby. Will look to bring this up for a vote in next meeting.
- e. Abigail mentioned that the duties of secretary/treasurer and vice president have changed/evolved. Those titles may not really be needed anymore.

8. By-Law Review

- a. Will continue to work on and vote in an upcoming meeting

9. Standing Committee Updates

- a. Communications Committee – ran short on time
- b. Employee Affairs and Benefits Committee – ran short on time
- c. Social and Community Activities Committee – sharing minutes from their most recent meeting with the group

10. Final Thoughts/Adjournment

- a. Staff Council budget – asking for \$2500 and subcommittees have some thoughts on how that could be used
- b. Working on preparing for elections