

Bellarmino University
Staff Council August Meeting
 Meeting Minutes

November 17, 2021

<i>Present:</i>	Emily Brock, Abigail Walsh, Kent Jennings, Shawn Snapp, Shelby Bosi-Linton, Caitlyn Hulls, Kevin Rasp, Julie Benvie, Jackie McNatt, Daeja Robinson, Tracey Cox, Dawn Jewell, Calene Baldwin, Kayla Williams, Emily Neuhauser, Dominique Clayton, Ken French
<i>Not Present:</i>	Shannon Meiman, Elaine Surdyke, Angela Rone
<i>Next meeting:</i>	November 17 at 11 am on Microsoft Teams and in Fireplace Room

1. Meeting called to order at 11:05 a.m.
2. Approval of minutes from October 20th
 - a. Emily B. motion, Calene seconded.
3. Faculty/Staff Council Joint Letter Updates
 - a. Emily B. and Abigail went to RMAC and discussed some pieces of the letter, mostly high turnover and pay inequity. 90 staff have left since April 2020, which is almost a third of all staff members at the university. We are not sure how many of those positions have been filled to date. Kevin shared that overall from HR perspective turnover is down but when you factor in the pandemic, it is definitely higher. RMAC meets again on December 3 and next board meeting is December 8. Faculty and Staff Council joint meeting will be on December 1 – meeting invite coming.
4. Taskforce for Improving Shared Governance
 - a.
5. Open Staff Council Meeting for 2021
 - a. Will plan for January or February and announce it in Bellarmine Today
6. Ballot for Opening on Staff Council
 - a. Will be sent out after Thanksgiving to get a new member in place to join in January.
7. By-law Updates
 - a. Two key points have been changed for clarification.
 - b. Responsibilities and duties of staff councilors –
 - i. Communicate with their representative areas regarding Staff Council endeavors. This includes making Staff Council aware of comments and concerns received from colleagues and disseminating information obtained during meetings with your representative area.
 - ii. Periodically survey campus staff, formally or informally, to gain insights and feedback. Share survey results with the campus community.
 - iii. Identify, partner, and propose programs and resources for staff development.

- iv. Identify practices or experiences in which strengthen the experience for staff on campus.
 - v. Invite campus leaders to meet with the Staff Council to discuss issues of concern or opportunities of interest.
 - c. Absenteeism is now officially defined as missing 2 out of 10 meetings for the academic year.
 - d. Emily B. highlighted that BlueX, a new tool from IR&E would be a great tool for folks to use to get feedback from their areas if anyone wanted to do a survey.
- 8. Standing Committee Updates
 - a. Communications Committee will be meeting in December to establish new chair and secretary as well as discuss next steps on newsletter plans for the spring semester.
 - b. Employee Affairs and Benefits Committee is continuing to finalize by-law revisions and hope to present full draft for approval in January.
- 9. Final Thoughts/Adjournment
 - a. UDH Thanksgiving meal is November 18.
 - b. Tree Lighting is November 30 from 5-7pm in the Quad, rain or shine. Fun activities for families and kids, with a special surprise visit from the North Pole.
 - c. Tracey brought up a question that was raised to her about possible pay raises that were mentioned early on in the academic year as a possible 1% raise in pay or retirement contributions being restored in December or January. Emily B. stated that while compensation seems to be back on RMAC radar, they are still discussing a lot of options so there is not clarity on this at the moment. Overall sentiment is that a large majority of the community feel out of the loop because there hasn't been any real reporting out of decision making processes in regards to the budget other than it is being discussed.