

Staff Council Meeting Summary  
Tuesday, October 10, 2017  
267 University Hall  
1:30 – 3:30 p.m.

In attendance: Dr. Berberich, Amanda Spencer, Ryan Fullenkamp, Joanie Hendricks, Maureen Barry, Tom Fortener, Suzanne Semones, Carol Alexander, Dawn Banker, Adam Horseman, Jerry Hensley, Via phone: Lucas Miller

**Guest Speaker, Shari Mickey-Boggs, Associate Vice President and Chief Human Resources Officer**

- a. **Healthcare/Benefits –**
  - i. Retirement benefits: HR has consolidated the number of ARP and 403(b) vendors to 5 companies (AXA, Fidelity Investments, TIAA, VALIC and Voya).
  - ii. Unified Staff: HR is open to receiving a proposal from Staff Council regarding the potential for creating a unified staff.
  - iii. Vacation policy: HR drafted four tentative models to begin dialog for updating vacation policies. The current policy would also change in the event that we create a unified staff.
  - iv. Furlough: HR is drafting policies for both voluntary and involuntary furloughs as a preventative measure.
  - v. Total Compensation: 90% of matches are complete and vetted with Job Family Experts and leaders. The vetting of the draft philosophy and guidelines will occur next and the final structure development with Sibson.

**Old Business**

- a. **Bullying policy** - Dr. Berberich shared a final draft with Staff Council for our review. Lindsay Wight will attend our November Staff Council Meeting to answer questions about the policy.

**New Business**

- a. **Strategic Hire** - Units have compiled list of vacancies. There are 113 total vacancies.
- b. **President's Advisory Council**: No update at this time.

**Additional Topics Discussed**

- a. The first Staff Council Lunch of AY17-18 is October 25, 2017, 11:30 a.m. – 1 p.m. in the Rathskeller.
- b. Create and review list of cost savings proposals to submit to administration

The next Staff Council meeting will take place Tuesday, November 14, 1:30 p.m. - 3:30 p.m. in 267 University Hall.