

**FINAL**  
**Staff Council Executive Committee Meeting with President Mason**  
**Meeting Minutes**  
**November 18, 2008, 8:00 a.m. 101 JH**

**Present:** Martha Greer, Diane Hauser, Glenn Kell, George Hospodarsky, Amber Seaton, Mary Lee Neuberger, Marsha Adolph

**Absent:** Kathy Klein, Sarah Tallman, Laura Prince

**Administrative Liaisons:** Sue Buckley, Associate Vice President and Director of Human Resources.

**1. President Mason's Comments:**

- a. President Mason would like Staff Council to suggest members for the upcoming search committees.
- b. Nancy Hauserman (Professor of Management and Organizations) will lead the search for the new Vice President for Student Services. Search will start after January 1<sup>st</sup>.
- c. Carolyn Jones, Dean College of Law, and David Drake, Professor of Dentistry, will co- chair the VP for Legal Affairs/General Counsel search.

**2. Sexual Misconduct Policy Review**

- a. Proposed Student on Student Sexual Misconduct Policy has been received from the Schuster firm. Comments and suggestions on the proposed policy should be sent to Professor Jon Carlson.
- b. University will be updating the Staff and Faculty Sexual Misconduct Policy in the future.
- c. Martha Greer summarized some of the Staff concerns about the proposed policy to President Mason.
  - i. Concerns about the timetable of the proposed changes
  - ii. Concerns about who will be confidential resources
  - iii. Concerns about training of employees concerning the new policy

**3. Legislative Meetings and Institutional Goals**

- a. Upcoming State budget may be a concern with the weak economy and with the ongoing flood relief
  - i. Provost Office is always looking at methods to improve efficiency
  - ii. The University received its first portion of FEMA money this week

**4. Student Service Task Force Report**

- a. Martha Greer will be contacting Task Force for the status of the report and possible Staff Council inputs

#### **5. Ongoing campus challenges—proactive community-building**

- a. Martha Greer pointed out that she is seeing some stress on campus, especially concerning the economy, possible budget issues, and the ongoing recovery from the flood.
- b. Martha Greer summarized a presentation that Joni Troester gave to the Provost Office about the use of leave, a healthy workplace and stress due to the economy and the flooding.
- c. Sue Buckley said that Central HR has drafted a message to remind Faculty and Staff about University resources and services that are available to help Faculty and Staff who are dealing with issues such as stress. The Faculty and Staff Services/Employee Assistance Program (FSS/EAP) Office is one resource employees can use.
- d. Faculty and staff that see other employees (or themselves) who are very stressed out are encourage to help them to find and use the resources that the University provides
- e. Sue Buckley stated that Central HR is working with a consultant on developing a system that combines the various sources of information in the University to better target wellness and health initiatives. She also stated this system will have no identifying information to guarantee employee privacy.
- f. President Mason has been and will continue to meet with the various groups on campus, especially the Arts campus to help them deal with the stress and the process of recovering from the flood. There are ongoing work to provide a more integrated location and working area for the music and theater departments.
- g. Short discussion about resources for employees who are or had been planning to retire soon and the changes in the economy. Sue Buckley pointed out some of the financial counseling and classes that are available for staff, and suggested that it would be for Central HR to send out a reminder email to the Staff and Faculty to remind them of the resources that are available.

#### **6. Comments from Sue Buckley**

- a. Sue Buckley reminded everyone that benefits enrollments are due soon. Please encourage everyone to at least look at their options because a few things have changed.
- b. Short discussion on the FRIC committee proposed changes. FRIC is examining possible changes to their plan and welcomes comments and suggestions.

Meeting Adjourned at 9:00 am

Respectfully submitted by  
George Hospodarsky, Staff Council Secretary