

Staff Council Minutes

December 10, 2019

Members present: Matt Busey, Erik Carlson, Collin Case, Cindy Cummings, Carrie Haverty, Jan Martin, Debi Meier, Christa Smith, Kassy Swain

Members not present: Anthony Escalante, Marie Hall, Matthew Hutchinson, Kathy Iwig, Nancy Province, Beth Mathews, Tiffany Swinney

Guests: Dr. JuliAnn Mazachek, Vice President for Academic Affairs; Eric Moss, Associate Director, Facilities Services Department; Jennifer Thomas, Clinic Attorney, School of Law

- I. The meeting was called to order by Chairperson Matt Busey at 3:01 p.m.
- II. Roll call
 - a. Attendance was taken by sign in sheet.
- III. Guest Speaker, Diversity and Inclusion, Dr. JuliAnn Mazachek – Dr. Mazachek described the Bias Response Process (tentative name), the plans for the Multicultural Resource Center (MRC), the Climate Survey, and the development of academic majors and minors in ethnic studies.

For student concerns that do not meet the criteria of a formal complaint, but are important to address, a Bias Response Process has been developed. The Associate Vice President of Student Life and the Associate Vice President of Academic Affairs will read all reported concerns and determine what the next steps will be. A Campus Climate Team comprised of the Director of Human Resources, the Director of Diversity and Inclusion, the Director of Counseling Services, the Associate Dean of Student Affairs in the School of Law, and the Associate Dean of Student Services at Washburn Tech will review the report(s) and determine if a smaller committee should bring the parties together to discuss and resolve the concern. The Bias Response Process will be implemented in two stages this spring.

The Memorial Union is currently being renovated to accommodate space for the MRC in the Union Lower Level. The Washburn Student Government Association (WSGA) and the Office of Student Involvement and Development (OSID) offices will move to the MacVicar Room on the first floor of the Union. The Director of Diversity and Inclusion and the Assistant Dean of the College of Arts and Sciences are working with students on what staffing the center will need.

In late January, Washburn will be participating in a Campus Climate Survey. Dr. Mazachek encouraged everyone to participate in the survey.

Academic majors and minors for ethnic studies are being developed.

Dr. Mazachek encouraged questions regarding Diversity and Inclusion initiatives be forwarded to her and the Vice President of Student Life.

- IV. Approval of the Minutes

- a. The November 12, 2019 minutes were presented for approval. A quorum was not reached. Approval of the minutes will be sought via email.

V. Committee Reports

- a. Chair Report - Matt has not been able to meet with President Farley yet.
- b. Board of Regents Meeting Update – The primary topic was the new School of Law building approval of \$33 mil. \$20 mil is from Washburn funding and the remaining \$13 mil will come from fundraising. \$10 mil has been raised to date.
- c. All Faculty/Staff Email and Posting Committee – Matthew was absent. Nothing to report.
- d. Benefits Committee – Has not yet met. Matt plans to have a separate meeting with the Director of Human Resources soon.
- e. Food Advisory Committee – Debi summarized the topics from the previous meeting. Chick-Fil-A is coming to the Union Market. The refreshing of the Corner Store and Union Market is occurring next year. Debi emailed Janel about clarifications with the dining app. The Director of Chartwells didn't realize that people may want to provide suggestions and the current mode wasn't working well. They are willing to take suggestions. Additionally, if student organizations order food, call Chartwell's to ask for a discount.
- f. Parking Ticket Committee – Carrie and Kassy received an email from the committee noting that nothing has been scheduled. Nothing to report.
- g. Safety Committee – Beth was absent. Nothing to report.

VI. Old Business

- a. Shared Leave Policy Discussion – Staff Council would like to see the donation requirement eliminated, and lower maximum after you donate or no donation of leave at all. Jennifer Thomas relayed a personal story, and the current policy at KU. Matt will check with the Director of Human Resources to see how much wiggle room is in the current policy and form an ad hoc committee to draft a proposal.
- b. WSGA Smoking Locations on Campus Policy- Christa contacted the WSGA president and asked about the status. They are forming an ad hoc committee for follow-up issues like this. Christa will continue to follow-up.

VII. New Business

- a. Addition of Bereavement Leave and Maternity/Paternity Leave to Benefits - further discussion on these topics are needed.
- b. Use of Sick Leave to Care for Pets – Benefits Committee would have to review it.
- c. Long Term Care Insurance Option – Washburn employees are currently offered a long-term disability benefit, but no long term care insurance option. Eric Moss discussed the implications of not having long term care insurance. Medicaid requires that you spend down your personal assets to \$2,000 or below before Medicaid will provide financial assistance for long term care, and he shared a personal story. Transamerica is the company that he went through for long term care insurance. KU currently offers this benefit through the Miller Group, and employees pay in. Further work is needed to review all the KBOR institutions benefits and providers.

- d. Christmas Decorating Contest – A constituent asked why we don't have a Christmas decorating contest. It was discussed that Christmas is too specific.

VIII. Information Items

- a. The next Staff Council meeting will be January 14, 2020, 3-4 pm, Lincoln Room, Memorial Union.

IX. Meeting Adjourned

It was moved by Collin and seconded by Erik Carlson to adjourn the meeting at 4:06 p.m.
Motion carried unanimously.

Minutes submitted by Staff Council Secretary Christa Smith.