



ERAC Employee Relations Advisory Committee

ERAC April 2016 Minutes

Members:

Mary Jo McNulty	Melanie Rehm	Ashley Baker
Clara Buie	Morgan Nelson	Lynn Takacs
Robert Bruneio	Angela Scott	Judy Zavalydriga
Travis Spencer	Robin Schenkel	Peter Bryan
Randy Shebby	Dan Zeroka	Elizabeth Miller
Katrina Kraft	Jennifer Topp	Traci Mindler
Matt Herr	Katie Welsh Radande	Carla Kologie
Janele Krzywicki		

Absentees: Jen Topp, Clara Buie, Matt Herr

Angela Scott called the meeting to order at 10:06AM.

March Minutes

Mary Jo McNulty and Travis Spencer to approve.

Treasurer's Report

Beginning Year Balance: **\$ 2,173.54**

Traci Mindler and Lynn Tackas made a motion to accept the Treasurer's report. The Treasurer's report was approved as read.

Committee Updates

REACH

The next REACH meeting will be the last one for the year. We will have International Affairs present. We will survey the group and get feedback.

Membership

The votes are in. The following members will be announced at the Staff Appreciation Dinner. Angela Scott would be willing to inform them and make sure they are invited to the dinner by April 28th. Exempt employees: Robin Dougherty, Rose Anne Martinuzzi, Shannon Jaeger, Michael Weaver, Emily Groff, Chris Ottey, and Susan Ellis. Non-Exempt winners are: Ellen Liebenow, Marlene Vant Hoogt, Mohamed Hagag, Ellen Zimmer Lewis, and Liz Hill.

Events & Communication Committee

We met two weeks ago to touch base and figure out each group's process and work together to figure out the best uses to work together. Peter will working on a list serve. People will be able to unsubscribe if they choose not to receive ERAC's emails. There will also be a link on the website that will allow them to subscribe. Do we want to include all the staff and all the emeritus? Or do we just want to do the staff? Staff and faculty? ERAC agrees as a group that we will send it to faculty and staff. Mary Jo can get the list of all staff and faculty. Iron Pigs announcement went out. We have had 30 people who are signed up. Sustainability Knowledge at Noon will be next week.

Liaison

Changing the protocol of what we have done in this past. One of the ideas that we have talked about instead of each person going out individually. Express any messaging that we have in our own department meeting. Requesting a few minutes to talk ERAC. We would like this to happen in late fall or early spring. We could maybe come up with some common talking points to pass along in these meetings. Reach out to new members to try and grab one or more members for the Liaison committee.

Awards Committee

We have ten submissions thus far. We will determine who the winner is next year. We have two awards set to go. They are the crystal awards (they are acrylic). As soon as we pick winners we will print winners. There will be additional communication for nominees later today.

By-Laws

We updated the two amendments that were approved. We should be at full capacity last year so we should not have to amend it next year.

Continuing Business

Executive Committee met with Pat Johnson

She brought out the fact that there may be an increase of parking permit increase. Faculty/Staff have not seen an increase in 15+ years. Students are petitioning the fees that they pay. They are questioning where the fees are going. Minimal increase of \$5-\$10/year.

Chief Diversity Officer Search

Pat Johnson would love to have ERAC members as party of the Chief Diversity Officer Search. Angela will be sending out emails asking who would like to be part of the search. It is a great learning experience but it is also great to provide some feedback.

Backpack Pals Collection

It will be held Thursday, May 12th 11:30-1:30PM for collection. 1st -13th of May would be a good time to have a collection via campus mail. We are looking to hold a collection date on Goodman Campus as well. Carla will be sending out an email to see who can volunteer to help. Farmer's Marketing, Iacocca, and Transportation are the three donation areas. Backpack Pals will be helping out two schools this year in the community. We are going to get the word out via email. There are specific foods that must fit into the backpacks. We are going to use the approved list of food and school supplies. Mary Jo offered to hold a donation spot at their Be Well competition. The event is help 10:00-2:00PM in Lamberton Hall.

Merging of Committees

Angela and Bob met with all of the committee chairs. We looked at ways to improve our team here. We have already merged the Communication/Events Committee. I would like your feedback by the next meeting in May. We would like to start fresh in the fall but we would like to keep the momentum going over the summer. Executive Committee will remain the same. By-Laws will request new members from the team this would also go with the Parking Appeals Committee and the person who is on the CEC. REACH and Liaison will merge together. Campus Climate, Membership, and Awards will also merge. They all tie together in some way shape or form. This will certainly measure the campus climate. Clara is very excited about coming back next year and joining our team to help with this merge. We plan to have three very strong committees. ERAC members will volunteer for one group each. Feedback is suggested by next meeting.

Co-Chair Discussion

Lunch and Learns will be conducted out of Human Resources. Friday, April 22, Monday, April 25th Tuesday, April 26th and Tuesday May 3rd. All Lunch and Learns will be held at noon. This is a collaborative effort between HR & ERAC. A detailed email will be distributed shortly.

World Café Thoughts?

It was a very successful and eye opening event that went very well. Pat Mann gathered all of the results and they are on the website. Thank you everyone for your help and support. Provost Office says Thank you.

Smoking Survey Results

80% of staff feel that it is important to have a non-smoking campus. 60% of student feel that it is important to have a non-smoking campus.

Meeting has be adjourned at 11:24PM Randy Zeroka and Traci Mindler.