



'16-19

Deborah Henritzky
Liz Hill
Ellen Liebenow, Chair
Chris Ottey
Marlene Vant Hoogt, Secretary
Michael Weaver

Chair ex-officio – Liz Miller Coleman
HR ex-officio – Judy Zavalydriga

'17-20

Andrea Deimel
Christina Finley, Vice Chair
Tim Palumbo
Casey Petroski
Susan Szilagyi

'18-21

Sheila Alder-Stank
Daniel Herrero
Daniele Holland
Alex Japha
Christine Lake
Caitlin Leidy
Jennifer Mack
Ashley Murphy
Elizabeth Rasich
Ashley Sciora
Brian Wasserman
Holly Zakos

Employee Relations Advisory Committee Meeting Wednesday, June 12, 2019 10 – 11:30am, UC303AB

ATTENDANCE: Liz Miller-Coleman, Judy Zavalydriga, Ellen Liebenow, Marlene Vant Hoogt, Deborah Henritzky, Liz Hill, Chris Ottey, Michael Weaver, Andrea Deimel, Casey Petroski, Sheila Alder-Stank, Christine Lake, Caitlin Leidy, Jennifer Mack, Ashley Murphy, Brian Wasserman, Elizabeth, Ashley Sciora, Daniele Holland

1. Opening

2. Approval of May Minutes

- a. Motion was made to approve May minutes by Ashley Murphy
- b. Second Motion was made to approve by Andrea Deimel

3. Guest Speaker – Rita Jones, Center for Gender Equity

Rita joined the ERAC group regarding Lehigh's status on lactation support for faculty, staff and students. She created a working group about a year ago to promote the lactation support and has had conversations with Human Resources and the faculty senate to promote an equitable environment for those needing this support. There are lactation spaces on campus however, none on the Mountaintop Campus but it is on the agenda for Facilities. The challenge is that these designated rooms need plumbing so they need a funding stream to create this space. The CGE has a checklist on the website of the rooms that are designated for lactating moms that will aid in the transition for them to return to work in a quality working environment while providing nourishment for their baby.

Rita asked the ERAC members to forward the survey so they can get more responses to aid in getting a good sense of the climate. (Ellen to resend the survey.)



Rita invited the ERAC members to a joint ice cream social after the meeting, made during the day so the parents who can't attend the after work networking activities, can do so during their lunch time.

4. Approval of Treasurer's Report

- a. Current balance of Treasurer's report is -4,424.53. This negative balance is due mostly to the Staff Development Day lunch (-3,375.73). We did get reimbursed from Auxiliary Services for \$1000. The Knowledge at Noon College of Health Session was \$150. There were a few other charges from SDD that came in contributing to the negative balance as well (program, postcards, mailing). They have record now that ERAC needs the funds and hopefully, we will be able to secure more funding in the future and continue holding these great events.
- b. Motion was made by Liz Hill to approve the Treasurer's Report.
- c. Second Motion to approve was made by Deborah Henritzy.
- d. Treasurer's Report unanimously approved.

5. Sub-Committees

- a. Events – The last Knowledge at Noon was held May 14th on the new College of Health and went well. The events this year were successful and Staff Development Day was a great wrap up.
- b. Campus Engagement – A sign up was available at Staff Development Day and members of Campus Engagement sub-committee will reach out to those who expressed interest in the beginning of the academic year.
- c. Membership/Awards - We have new members coming on board in August and we are excited about all of them. We were happy to be able to present awards at the university awards event and hope this will continue in the future.
- d. REACH – no update
- e. CEC – The CEC group is revisiting the bylaws and discussing representation for next year including barriers with meeting times. They are also looking at ad hoc representation. We will be voting on the bylaws at the next meeting and talking about the harassment allegations on campus as well as things impacting the morale.
- f. Sub-committee selection for 2019-2020 – For continuing members there was an opportunity to sign up for a committee for next year. The new members will choose their sub-committee selection at the new member orientation.

6. Continuing Business

- a. Staff Development Day Survey – The survey was sent to SDD attendees and results distributed prior to the meeting via email. We had a great return rate and a very good amount of it was very positive and enjoyable. The takeaway was the



lunch break in that it was hard to have lunch and get in all the sessions. The other was that some staff were not able to come due to workload and that they needed to keep their offices open. Thank you for all who participated. We had over 200 attendees.

- b. 2019-2020 ERAC Executive Committee - We are happy to report that Casey Petroski will be serving as the Interim Chair and will work with Christine when she comes back to resume the role. Christine Lake will serve as the Vice-Chair. Holly Zakos will be taking on the secretary role. Ashley Sciora will be the CEC representative.

Ellen enjoyed the opportunity to be Chair and will be ex-officio next year. Ellen thanked everyone rolling off ERAC and reminded everyone that there will not be a meeting in July but resume in August.

Respectfully submitted,

Marlene Vant Hoogt
Secretary