



ERAC Employee Relations Advisory Committee

Meeting Minutes

Wednesday, December 14, 2016

10:00 a.m.

UC 303

Members

Ashley Baker, Bob Bruneio, Peter Bryan, Clara Buie, Robin Dougherty, Susan Ellis, Angela Scott Ferencin, Liz Hill, Katrina Kraft, Ellen Z. Lewis, Ellen Liebenow, Rose Anne Martinuzzi, Mary Jo McNulty, Liz Miller-Coleman, Traci Mindler, Morgan Nelson, Melanie Rehm, Robin Schenkel, Jen Topp, Marlene Vant Hoogt, Michael Weaver, Judy Zavalydriga

Absent: Bob Bruneio, Angela Scott Ferencin, Liz Hill, Ellen Liebenow, Rose Anne Martinuzzi, Morgan Nelson

Minutes taken by Mary Jo McNulty beginning at 10:05 a.m.

November Approval of Minutes: approved by Mary Jo McNulty, Traci Mindler

Beginning Fund Balance: \$4,298.25

Ending Fund Balance: \$2,557.25

Treasurer Report Approved by Traci Mindler and Mary Jo McNulty

Committee Updates

Events/Communications – The committee met December 15. Knowledge at Noon session is being held January 19 – the topic is BeWell and the Fitness Center. All other knowledge at noon session topics have been chosen and dates have been scheduled. For the last meeting in May, the committee has come up with an idea to have an end of the year mingle, something more social and interactive. The question came up if the budget allows for more catering for that event. The end of the year mingle would be a chance to meet the ERAC Group as well as introducing the new members to the committee.

REACH – The cohort group will be meeting up next week.

Membership/Awards – The Committee met and are on track. Solicitation for nominations will be go out in February.

Path to Prominence Discussion – The group was a little divided with the Path to Prominence presentation. During the brown bag luncheon meeting on December 6th, Provost Farrell seemed to be discussing faculty issues without any regard to staff and the impact new projects have on those who are funded on soft dollars. Others felt it was a great presentation and there is much to be hopeful for. It was suggested that we request a follow up panel discussion with an allotted time frame for Q&A. Questions could be submitted in advance in order to make it more organized and to eliminate duplicates. HR was in support of having this gathering and would help promote it. It was also suggested that Pat Johnson also be present, not just Pat Farrell since she is more in tune with staff needs. Vice Chair Liz Miller stated she would discuss with the Executive Committee as well as Pat Johnson and will report back to the group.

Open Discussion – Upcoming MLK day will be celebrated on 1/16/17 and students will not be on campus. MLK committee members suggested that in order to spread the word among staff members regarding MLK related activities and to help promote participants, ERAC could help. Vice Chair Liz Miller Coleman stated the committee could reach out to her to provide further details.

The topic of Salary Benchmarking was discussed as a follow up to our last meeting. Many questions were raised as to the last benchmarking date as well as Position Descriptions and Job Grade standards. It was suggested that Toni Lee Febbo or Lori Claudio come and speak to ERAC regarding salary benchmark/staff compensation.

The topic of ERAC's operating budget was also discussed as well as the possibility of requesting additional funds for the Committee to help promote Faculty/Staff specific events and seek additional staff participation. The general consensus was that if we had better funding, it would allow ERAC to do more on campus and help co-host events with other groups, committees, etc. During the same conversation, it was suggested ERAC co-sponsor the Faculty/Staff of Color Network Annual Gathering which is a networking event that brings together all new hires for the University. After hearing the cost would be around 500.00, Vice Chair Liz Miller Coleman stated that even though that particular event is directly related to the overall goals of ERAC; the cost alone would significantly impact the annual budget for Awards and other events such as Knowledge at Noon. Vice Chair stated she would discuss funding constraints with the Executive Committee.

Meeting adjourned at 11: 30 a.m. by Katrina Kraft and Mary Jo McNulty