

ERAC Employee Relations Advisory Committee  
**Meeting Minutes**  
**Wednesday, March 8, 2017 - 10:00 a.m.**  
UC 303AB Hutchinson  
**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:** Jennifer Topp, Clara Buie, Judy Zavalydriga

**Guest speakers:**

Rita Jones – Director, Women’s Center

Khanjan Mehta, Vice Provost for Creative Inquiry and Director for the Mountaintop Initiative

Bob Bruneio, Chair Emeritas, ERAC

Minutes taken by Morgan Nelson beginning at 10:04AM

January Approval of Minutes: Michael Weaver and Peter Bryan

Beginning Fund Balance: \$2606.00

Ending Balance: \$2530.00

Treasurer Report Approved by Mary Jo McNulty and Ashley Baker

**Rita Jones, Director of Women’s Center**

Exploring purposes for other constituencies to work with the Women’s Center in addition to the Undergraduate Students. Topics include the following: gender equality in the work place, being a little bit more proactive in a safe place for staff, promoting awareness through the community that the Women’s Center is not just for students, recruiting more staff, how can the Women’s Center compliment what HR already does.

The Women’s Center is not only for women even though it is called the Women’s Center. Students are working on rebranding. “Are there other obstacles in place that do not allow staff to participate?” Location, availability for staff to leave their office, support from Supervisors. “Are their distinctions between non-exempt to exempt in conjunction with the Women’s Center?” Mentorship, Leadership, any programming to bring awareness to the situation that it is harder on non-exempt vs. exempt.

If you have any other ideas, please let Rita Jones know. “Are there other spaces of staff that I should reach out to?” Senior Leadership, Faculty meeting.

Other campuses do: women's leadership council's, leadership development skills.

**Khanjan Mehta**, Vice Provost for creative inquiry and Director of Lehigh's Mountaintop initiative

We have three goals: (1) creative inquiry – students' inquiry into a new intellectual path that has not been taken before. (2) integrated (3) measurable/tangible impact

We are trying to build a network of open accessible creative spaces. A place where you can work together and be creative. We received 48 proposals this year and now we are down to 23 finalists. We will interview them for an hour each until we narrow it down. The ultimate goal is to lead it to external facing impacts. LaunchBay C is open for staff to see the space. A week after it is set up and situated they would be more than happy for staff to come and view.

There is nothing stopping staff members from proposing projects. Five or Six staff members did propose projects. We welcome all kinds of proposals.

**Bob Bruneio, discuss Community Service Project**

Homework Club – Fountain Hill and Broughal School

They meet every Monday and Thursdays. Every Wednesday the Sorority and the Fraternity make the kids dinner. Homework Club is funded by the South Side University Sale. Volunteers are appreciated. Items needed: Pencil, Erasers, Electric Sharpeners, Board Games, Small toys, etc. They are also in need of staffing during the holidays. Bob is going to create a proposed plan so that we can move forward.

### Committee Updates

#### **Events/Communications**

Knowledge at Noons are planned finishing off with the Ice Cream Social. Knowledge at Noon with Real Estate, Admissions, 3D Printing, etc. We have discussed about the possibility of the ERAC meeting ending a little earlier to hold the Ice Cream Social. We would like as many ERAC members to attend as possible.

#### **REACH**

They just had the lunch with President Simon and the CEC. He described the Path to Prominence in a great way. We have a cohort in April with Media/Communications. April is the last meeting of the year.

#### **Membership/Awards**

We received 25 nominations (17 exempt/8 non-exempt) The email went out to confirm that those nominees would like to be on the ballot. They will then be asked to give a quick biography and the campus will vote.

Communication will go out shortly for the ERAC award. In June, we will welcome new members. Leadership will also transition at that time. Liz Miller Coleman will be Chair and we will be looking for a new Vice Chair and Secretary. You would be Vice Chair for one year and

then roll into the Chair position for another year. Chair of succession for each committee will be needed too. By next meeting, please put some thought into if you would like to be considered as a candidate.

ERAC photo on our website is outdated. There is a possibility that Hillary Kwiatek may take the picture once the new members come on board.

Iron Pigs is on for June 18<sup>th</sup> (Father's Day). Communication will be coming out shortly. Tickets are \$10.

**Meeting adjourned at 11: 42AM by Traci Mindler and Mary Jo McNulty.**