



ERAC Employee Relations Advisory Committee
ERAC September, 9 2015 Meeting Minutes

Minutes prepared by: Katie Radande

Members present:

Angela Scott, Bob Bruneio, Melanie Rehm, Joanne DeSalvatore, Liz Miller, Traci Mindler, Mary Jo McNulty, Judy Zavaladriga, Robin Schenkel, Randy Shebby, Ashley Baker, Clara Buie, Katie Radande, Morgan Nelson, Katrina Kraft, Travis Spencer

Absent: Katie Kennedy, Peter Bryant, Dan Zeroka, Lynn Takas, Jenn Topp, Carla Kologie

- 1) Approval of Minutes – tabled / waived until next meeting
- 2) Approval of Treasurer’s Report
 - a. Current balance: 2,787.00
 - b. Report approved; no objections.
- 3) Expectation of Committees Updates
 - a. Each committee chair gave a brief overview of committee work
 - b. New members signed up for committee work; Bob will follow up with new members not present today to discuss joining committees
- 4) Budget
 - a. Committees should bring budget requests to the next meeting; this will be a discussion item at the next meeting. Each committee should be prepared to discuss.
 - b. Senior leadership did increase the ERAC budget slightly
- 5) Assign Mentors
 - a. New ERAC members received a new member packet; mentor assignments were included in the packet.
- 6) Assign Committees
 - a. New members signed up for committee work they are interested in; Bob will follow up
- 7) Non-Exempt member for the CEC
 - a. CEC goal is to create inclusive climate on campus; it is a very active group. ERAC is represented on CEC currently by Carla Kologie, Angela Scott, and Clara Buie. CEC/ERAC would like to have 1 non-exempt rep from ERAC. Liz Miller and JoAnn expressed interest. Bob B will communicate
- 8) Spotlight articles
 - a. Bob B will coordinate and gather information. Bob will send an email out; ERAC members should notify Bob with any items to be included to the
- 9) Misc

- a. ERAC web manager is needed; contact Bob if you are interested
- b. Bob will send out a report document for committees to complete; these will be completed by committees and they will be sent out to the ERAC membership for review; ERAC members can bring up any discussion items about the written reports at each meeting. These written reports will replace verbal updates at the monthly meetings. There will still be discussion time dedicated at each meeting for any items that need attention.
- c. ERAC will continue with Broughal to do a "fill the trailer" event this year; it was very successful last year. Bob will oversee this; more info to come.
- d. ERAC- do we want to bring in guest speakers for 10-15 minute presentations at our monthly meetings? The goal is for ERAC members to hear first hand info / knowledge to then share in our areas and with our liason groups.
- e. EXEC committee with meet regularly with Pat Johnson (monthly or bi-monthly)
- f. We will work to invite Pres Simon to a future meeting
- g. Randy Shebby: campus discussion about moving to a smoke free campus
 - i. LU is looking at making the campus smoke free. A survey will go out to gauge the campus climate / feeling. The ban may include any tobacco products and e-cigarettes on the entire campus at all times. Many universities are following this trend; many hospitals and other places of business
 - ii. This is important for people on campus who have issues with smoking due to allergies and other health issues. LU has a campus policy that no smoking is permitted 15 feet from doors, but Implementation would be 1 year +; LU would provide
 - iii. Travis indicates that nationwide event organizations are also banning e cigarettes; this is common policy in arenas and campuses.
 - iv. This is all in the beginning stages; more info to come.
- h. Travis: mountain hawk rewards program is being launched. You can download the app: mountain hawk rewards. As you attend events and check in, you get points. The more events you attend you reach levels to earn rewards. This is a 3 year program at LU; many other schools have this program as well; LU anticipates the program will grow nationwide and anticipate it will be successful on campus. It was paid for through sponsors. SuperFanU (<http://superfanu.com/>)
- i. Randy: campus facilities update
 - i. Williams hall update: finished
 - ii. Windish: being leveled and new police station is planning for that space
 - iii. New policies for use of drones on campus (ie for research); policies will be coming up for review. There are safety issues related to crashes, fires, and more.
- j. Katie: suggests using some of ERAC budget to buy coffee for meetings

Meeting adjourned.