

# SEAS Employee Council Meeting

March 14, 2007

## Approved Minutes

**Present:** Francis Cruz , Dan Fetko, Iva Gillett, Katherine Harlow, Lisa Meadows, Brad Sayler, and Lewis Steva

1. Meeting called to order at 2:05pm
2. January minutes were unanimously approved with no changes.
3. Old Business
  - Notes from the Dean's Meeting:
  - Engineer's Way: The meeting was very informative (Katherine will also be attending the next meeting scheduled for April). Two possible plans were passed among council members for review. The plan seems to be more long-term than short-term, but certainly the project will be started in the next five years. Also noted: the dumpster in front of Small Hall along Engineer's Way has been moved.
  - Sidewalk beside Small Hall parking lot: The Dean will be contacting TRIGON about the possibility of having some stepping stones placed in the area.
  - BOV\$: 9K was allocated by state for In-Band Pay Adjustments (IBAs) as recommended by SEAS (more adjustments are currently being made per SEAS recommendations at SEAS expense). The problems with awarding IBAs are that (1)the money is not provided by the state and (2)SEAS staff generally earn salaries comparable to market within the University as well as outside of it. The Dean also mentioned the possibility of individuals reviewing their salary by comparison using information already collected by the Dean's Office—he must first clear it with Bill Thurneck to ensure that this can actually happen.
  - Staff Survey: Issues discussed as possibilities for inclusion on the staff survey are (1) Salaries (2) Parking Rates (3) Security—buildings/parking areas (4) Alternative Compensation—such as flexible scheduling (6) Benefits (7) Morale—what would make you happier?
  - PECC Communication: Iva updated the council on the PECC's March meeting and guest speakers (Rod Kelly, Susan Carkeek and Bruce Vlk). It was suggested that we have Rod Kelly speak to SEAS Classified Staff regarding Classification and Compensation and the changes we can expect to both the Classified and University Staff HR systems. The topic of the PECC's mini-minutes was debated; including whether or not all staff are receiving them (it was later determined that they are). It was also requested that agendas for each meeting be released to all staff prior to the meeting.
4. Defibrillators: Brief discussion took place. Lisa volunteered to mention the issue to George Cahen.
5. Meeting was adjourned at 3:15pm