

Staff Council Minutes

December 11, 2018

Members Present: Matthew Hutchinson, Cherisa Jones, Collin Case, Christy Smith, Kassy Swain, Justin Villmer, Erik Carlson, Debi Meier, Tiffany Swinney, Lori Rognlie, Carrie Haverty, Cindy Cummings, Kathy Iwig

Members not present: Anthony Escalante

- I. The meeting was called to order by Chairperson Collin Case at 3:01 p.m.
- II. Guest Speaker: Teresa Lee - Director of Human Resources
 - a. WUPRPM – This document is available online and broken into several sections. Changes should be initiated through your area department head.
 - b. Benefits Committee – Meet several times a year. The committee is made up of faculty and staff. Committee worked hard to offer the most affordable coverage. Washburn University is self-insured for medical and dental only. There is currently a review regarding a bereavement policy.
 - c. Stipend Questions – Qualifications are benefits eligible positions employed since June 30th, 2018. Bargaining Unit is not included in the stipend because they negotiate their salary. Stipend will be paid on the last paycheck of 2018.
 - d. Council asked about the interest in the high deductible plan. Less employees chose the high deductible plan than chose the buy-up option in the past.
 - e. Human Resources is looking into options for retirement seminars.
- III. Reports from Committees
 - a. President's Report – Collin Case
Dr. Farley would like Staff Council to pick a few issues of staff concern and work towards resolutions. Pick issues of importance and be the voice to the people.
 - b. Board of Regents Meeting – Collin Case
Will be making changes to wording regarding retirement age. New strategic plan was approved. Added an additional core value – Inclusion.
 - c. All Faculty/Staff Email – Matthew Hutchinson
Nothing to report
 - d. Benefits – Collin Case
No meeting. Nothing to report.

- e. Food Advisory – Lori Rognlie attended on behalf of Cherisa Jones.
It was reported that several students in Lincoln Hall had a high number of swipes leftover by end of term. This seems unfair to our students since the swipes do not rollover. More advertising will be in place to encourage the breakfast meal. Considering a “pre-package” option. Coming soon will be a Text-To-Solve option where you can report dining issues right from your table.
- f. Parking Ticket – Lori Rognlie
No meeting. Will meet towards the end of the term to review disputed tickets.
- g. Safety Committee – Vacant
No report. Will be nominating a new representative to replace Anthony Escalante. Committee indicated they would like someone outside of the police department to represent Staff Council since they already have strong representation from police department.
- h. Calendar Committee – Vacant
Will be nominating a new representative.

IV. New Business

- a. Representative needed for Benefits Committee
Lori Rognlie nominated Carrie Haverty. Seconded by Erik Carlson. Vote carried unanimously.
- b. Representative needed for Calendar Committee
Erik Carlson nominated Kassy Swain. Seconded by Lori Rognlie. Vote carried unanimously.
- c. Representative needed for Safety Committee
Carrie Haverty nominated Lori Rognlie, Seconded by Cindy Cummings. Vote carried unanimously.

V. Discussion Items

- a. Update on Staff Council Vacancies - 2 additional vacancies. Collin will reach out for volunteers.
- b. Argos Reports - A new Argos report was developed for Staff Council members to obtain an up-to-date constituent list at any time.
- c. 360 Evaluations – Something typical in the corporate world. We were reminded by our guest, Teresa Lee, that performance evaluations should never be a surprise. Moving to this kind of evaluation would require extensive training and culture change. Council discussed a more formal evaluation and ways to provide feedback to supervisors.
- d. Healthcare Survey – Survey from Staff Council is on hold. Hoping to have a survey at the end of the enrollment option for next year.

VI. Announcements

Next Staff Council meeting will be January 8th, at 3:00 p.m., Lincoln Room

VII. Meeting Adjourned

It was moved by Christy Smith to adjourn the meeting at 4:15 p.m. Seconded by Cindy Cummings. Motion carried unanimously.

Minutes submitted by Kassy Swain.