

Bellarmine University
Staff Council Meeting Minutes
February 19, 2020

Ms. Calene Baldwin called the meeting to order at 11:00 am and asked if there were any amendments to January's Staff Council meeting: no amendments were requested and the minutes were approved.

Ms. Emily Brock and Mr. Bryan Hamann gave updates on Staff Council nominations. We have not had many responses so far, and the deadline is Feb 28th. Mr. Bryan Hamann will reach out to the VPs and ask them to encourage everyone to vote. Mr. Bryan Hamann also said it was difficult to determine who was eligible to run for Staff Council because we do not have salary grades, and with so many title changes, it was very challenging.

Dr. Donovan was in attendance for the beginning portion of the meeting and gave a follow up on the Board of Trustees meeting regarding the proposal from Mr. Kevin Rasp to add two (2) staff members as non-voting advisors. The Board did not accept the proposal to add staff representation on the Board. They did not feel the argument was convincing because only 18% of universities have staff representatives on the Board of Trustees. The Board also feels that the staff is represented through the VPs, as well as some of the subcommittees already have staff representation. A Staff Councilor commented that those on the committees only receive notes and speak on the subject they are engaged with but have no voting power.

Dr Donovan suggested that Staff Council rotate VPs at each meeting because we should not have to rely on Faculty Council for updates.

Dr. Donovan also said they are reviewing having a governance body on campus and will possibly conduct a study on it because Bellarmine does not have a governance that represents all bodies. Bellarmine does currently have a Resource Management Committee that was mainly formed for budgetary matters; however, this is not what Dr. Donovan would like in terms of governance. She shared that this was one reason Staff Council's updated Bylaws have not yet been approved.

Staff Councilors commented on the reorganization of staff representatives and that there are Staff Council elections going on at this time. Dr. Donovan asked if Staff Council meetings were open to all staff members. In general there have not been open meetings, but there has been some talk about the possibility of a staff town hall.

Dr. Donovan also asked how Staff Council communicates information to all staff. Currently the communication committee is looking at updating the Staff Council Onsite because nothing has been updated in several years. There is the possibility of having a question area so staff members can ask questions and enter suggestions. Staff Council can also enter updates that it has been working on, as well as share information on staff service projects, the staff picnic, etc.

What can/should be included in the newsletter was discussed next. A suggestions was made that there could be a Bellarmine Today announcement that the Onesite has updates to be reviewed, which may help keep everyone is informed. Mr. Brian Atkinson will continue to update the Onesite even after he rolls off Staff Council at the end of this academic year.

Mr. Lee Willingham suggested a Lenten half-day of service, which he is checking on how to get something like this approved. Someone suggested having another staff get together at a sporting event. Also, Staff Council needs to decide if it would like to move forward with a Staff Council "meet and greet." Staff Council could possibly combine this with an open forum, or, instead of the staff picnic, hold a happy hour and more of a social gathering at the end of a work day. The end of May was suggested as a possible time for this to occur.

Dr. Donovan did share that the proposed updated vacation policy looked promising except for the vacation roll over portion. Dr. Donovan did not think the roll over would pass because it is an accounting issue (i.e. employees have to be paid out for their vacation). This could also put a hurdle on retirement. She was not sure if this had to go to the Board of Trustee Ad-Hoc Committee to be passed, so she shared that she would check on that.

Ms. Calene Baldwin will ask Mr. Bob Zimlich to come to the next Staff Council meeting so he could explain why the roll over policy is not possible. Ms. Leah Downs will check with Ms. Tracy Cox in the Business Office for her input.