

Meeting Minutes for September 16, 2020

September 16, 2020

Introduction /Group Norms

University Update: Michelle Clements, Vice President of Human Resources

- Message forthcoming from Fr. Steve regarding financial status of the university and the CFO will hold an open forum about the budget on Tuesday
- Initial budget projections were for 985 First Time In College (FTIC), and current enrollment of FTIC is at 800, which has huge budget implications
- Transfer student numbers are close to projections but there must be heavy emphasis now on retention. We are waiting for final numbers from the 10-day census
- Graduate enrollment is mixed, depending on school, and the Law School numbers are up from previous years
- To date, only two students have tested positive for COVID and quarantine housing is set-up; overall, start of academic year has been relatively smooth
- Prioritized actions to close financial gap include the following workforce actions:
 - Retirement Plan (1100 out of the 1500 employees participate): 10% of each employee's gross income and is unmatched contribution
 - As of October 1, there will be 0% contribution for 9 months, with the hope being that this will help stave off job eliminations
- Offer to staff to take voluntary furloughs for 3 months which will not automatically turn into a layoff at a later time
- No wage increases this fiscal year and continued hiring freeze
- Looking again at furloughs – underemployed? Redeploy roles? Benefits will remain intact for furloughed staff
- The university will increase parking benefits for our essential workers (about 50)

Leadership Team Update

- Board of Trustee Meeting – Sept 10, Leann was present
- Reopen Task Force is continuing to examine operations in light of changing conditions
- October Meeting – transition meeting; will include current and newly elected SUSC members
- Staff Council transition will include a Leadership Team transition as Leann and Erin's terms are coming to an end
- Proposal for Compensation for Staff Council Service – drafting proposal to present at SUSC meeting in October
- SUSC email inbox has been receiving communications about nominations, feedback re. new time entry system, and Kudos for Colleagues

AcA Update: Angie Jenkins

- Presidential search is moving forward quickly. There were 10 finalists and 3 have been invited to campus in October
- Creation of task force for caregivers and parents to determine what accommodations can be offered

Committee Updates:

• Nominations/Elections Update – (Schu)

- Nominations have been open for two weeks and we have 19 so far

• Inclusion & Community – (Matt)

- How might we support one another other than online?
- Suggestion made to post Kudos for Colleagues so that others can see who receives accolades from colleagues

Closed Session

- Discussion on furloughs (facilitated by Kit) – Consult partner universities to see what they are doing. There can be other options such as one day/week, one week/month, 25% of time, etc. If there were more flexibility, it could possibly increase “volunteer” furloughs
- Questions regarding unemployment process
- If staff volunteer for furlough, this potentially leaves more work for colleagues, and more work upon return
 - *Action: Kit will write proposal for flexible furloughs to capture discussion and will upload into Teams for review

Diversity, Equity & Inclusion Group Discussion (Bernie Liang)

- Discussion on LinkedIn Learning video: [Inclusive Mindset for Committed Allies](#)
- Closed internal discussion