

UNIVERSITY OF HARTFORD

Staff Council Meeting Agenda

September 14, 2022 | Online (Zoom)

I. Consent Agenda

See attached.

Procedural note: The Chair will ask if anyone wishes to move items from the consent agenda to the regular agenda for further discussion. Items remaining on the consent agenda will not be discussed further, but approved all together.

II. Guest Speaker: Molly Polk

Possible changes to the Alma Mater and University Seal.

III. Additional Topics and Announcements

DEI Task Force. Anthony Ferello.

Upcoming DEI events. (Also listed in attached documents.)

Student Loan Forgiveness

All full-time employees with federal student loans should be aware that the university is a qualifying employer under the Public Service Loan Forgiveness program. You may be able to get credit for past payments even if they normally wouldn't qualify. However, you may need to consolidate your loans, apply for forgiveness, or take other actions before **October 31, 2022**. For more information, see studentaid.gov, especially:

<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service> and

<https://studentaid.gov/announcements-events/pslf-limited-waiver>

Staff Salary Benchmarking

Staff Lunches at Commons

UNIVERSITY OF HARTFORD

Staff Council Meeting: Consent Agenda

September 14, 2022 | Online (Zoom)

I. Minutes Approval

Minutes for the August meeting are attached. They shall be approved as written.

II. Board Reports

Treasurer's Report. Meaghan Murphy-Rennie

I noticed a discrepancy between the financial numbers reported in previous Staff Council reports and what is listed on the Banner system. Previous reports have listed the account balance as \$1,422.98, however the balance listed in Banner for FY23 and FY22 is \$1,403.97. I have reached out to Elaine Daly, UHart's Assistant Vice President for Finance & Controller, for clarification to better understand the account and the correct financial numbers moving forward. The \$1,403.97 does not take into account the \$70.00 spent to review the full SurveyMonkey results for elections.

III. Delegate Reports

Benefits Task Force. Traci Giovinazzo and Desirée Kleykamp.

The first meeting is coming up, where they will start the review process for Open Enrollment.

Faculty Senate. Anmarie Magurany.

Nothing to report. Faculty Senate will meet the third week of September.

RPPC. Ben Ide and Meaghan Murphy-Rennie.

Resources Priorities and Planning Committee (RPPC) met Sep 1 to review the proposed budget for FY24 and the preliminary figures from FY23. It's important to set the cost of tuition, room, board, and fees as early as possible so we can give potential new students an accurate understanding of the cost of attending UH. RPPC also looked at the costs of our competitors, both private and public universities and colleges, so we can gauge our pricing. RPPC's recommendations will go to the Board of Regents for review in their September meeting. Also, the decision was made to have RPPC continue to meet remotely.

IV. Community Representative Reports

Dina Morris Lyga, GSU Rep

Najeia Mention in Counseling and Psychological Services (CAPS) will be facilitating BIPOC Student Support Group this fall. Space is limited so please encourage students for whom the group would be a good fit to call CAPS at 860.768.4482 to join. The group will be held 11am-12pm and begin Friday, September 16th. Flyer is attached.

V. Open Positions

The following Staff Council positions are currently open: Grievance Officer; Community Reps for Hillyer, Barney, Exempt Member at Large, and Non-Exempt Member at Large. Contact staff@hartford.edu to volunteer yourself or nominate a colleague, or if you have questions about the positions.

VI. Future Meetings

Meetings are held the second Wednesday of each month at 1pm. Upcoming dates:

October 12, 2022

November 9, 2022

December 14, 2022



**UNIVERSITY OF HARTFORD
COUNSELING &
PSYCHOLOGICAL SERVICES
(CAPS)**

BIPOC STUDENT SUPPORT GROUP

A group for self-identified Black, Indigenous, Students of Color seeking a confidential space of social connection and healing. We will co-create a supportive space to share experiences related to intersecting identities, racism-related trauma, academic or relationship issues, and other themes.

**FRIDAYS, 11AM-12PM
SEPT 16, 2022-DEC 2, 2022**

This group is facilitated by CAPS psychotherapist Najeia Mention, LMSW, MPH. This group requires a brief pre-group meeting with the group facilitator before joining. Please call 860-768-4482 or email mention@hartford.edu to express interest in joining this group. Space is limited!



JOIN US

Annual Fall Diversity, Equity, Inclusion, & Social Justice Professional Development Program **Better Together: Fostering a Culture of Empathy and Respect**

Together, we actively foster a stronger community where differences are honored and respected, interactions are thoughtful, the humanity of everyone is valued, and understanding the experiences and perspectives of others is a priority. **Guest presenter Tim Wise, Educator and Antiracist Essayist, Author** will explore the ways in which practicing empathy and respect cultivates a more inclusive and welcoming campus culture and how we can embed these qualities into our daily interactions in the UHart community.

Join us Tuesday, September 13, 10-11:30 a.m., in-person (Wilde Auditorium) or online (Zoom). Reconnect with colleagues over coffee at 9:30 a.m. in the lobby of Wilde Auditorium. **This program is open to all UHart students, faculty, and staff. Register here:** <https://bit.ly/3C9ub1B>

The presentation by our keynote speaker will be followed by a **showcase of the UHart Employee Affinity Networks and resource fair for employees, noon-2pm in the Shaw Center**. Join us to connect with the Affinity Networks and learn about some of the local organizations specializing in various aspects of DEI.

More about guest presenter Tim Wise



Tim Wise, whom scholar Cornel West calls, “A vanilla brother in the tradition of abolitionist John Brown,” is among the nation’s most prominent antiracist essayists and educators. He has spent the past 25 years speaking to audiences in all 50 states, on over 1500 college and high school campuses across the nation about the issue of systemic racism and strategies for dismantling it in their institutions.

Wise is the author of nine books, including the forthcoming essay collection, *Dispatches from the Race War*. Other titles include his highly-acclaimed memoir, *White Like Me: Reflections on Race from a Privileged Son*. His writings have appeared in hundreds of publications, including *The Washington Post*, *Alternet*, *Salon*, *Huffington Post*, *Counterpunch*, and *The Root*.

Follow-Up Workshop: Communicating with Empathy on Sept. 29, 12:45–2:00 p.m

An in-person interactive workshop focused on how to communicate with empathy. We will consider cognitive, affective, and behavioral elements of empathic communication, including verbal and nonverbal messages, levels of communication, adapting communication to the situation, and skills of active listening, asking questions, and communicating clearly. There will be discussion, group work, and self-reflection activities. *Workshop facilitator: Dr. Lynne Kelly*, Professor of Communication in the College of Arts and Sciences. **Register here to join us for “Communicating with Empathy”:** <https://bit.ly/3QbucFq>

The Fall 2022 DEI Professional Development Programs are presented by the Office of Diversity, Equity and Community Engagement in collaboration with the Office of Human Resources. Any questions, contact Lisa Coté (licote@hartford.edu) or Tina Berrien (berrien@hartford.edu).

September DEI Task Force Events

Creating Visibility and Belonging for the Asian, Pacific Islander, and Desi American Community

- September 12, 12:45pm-1:45pm
- Hybrid – KF Room (on the main level of the Library) and Zoom
- Register [here](#) to attend
- Join us to engage in a conversation about creating visibility and belonging for Asian, Pacific Islander, and Desi American (APIDA) individuals in our campus community, as we strive to foster a more inclusive UHart, where people of all identities may experience a sense of belonging. This panel will feature campus community members who will provoke thought and inspire action across our campus community by sharing how they feel our campus can be more inclusive, raising awareness of nuanced experiences, and increasing understanding of unique needs of the APIDA population.

Better Together: Fostering a Culture of Empathy and Respect -- Keynote speaker

- September 13, 2022, 10am-11:30am
- Hybrid – Wilde Auditorium and Zoom
- Register [here](#) to attend.
- Together, we actively foster a stronger community where differences are honored and respected, interactions are thoughtful, the humanity of everyone is valued, and understanding the experiences and perspectives of others is a priority. Guest presenter Tim Wise, Educator and Antiracist Essayist, Author will explore the ways in which practicing empathy and respect cultivates a more inclusive and welcoming campus culture and how we can embed these qualities into our daily interactions in the UHart community.
- Learn more [here](#).

Better Together: Fostering a Culture of Empathy and Respect – Resource Fair

- September 13, 2022, noon-2pm
- Shaw Center
- The presentation by our keynote speaker will be followed by a showcase of the UHart Employee Affinity Networks and resource fair for employees, from noon to 2 p.m. in the Shaw Center. Join us to connect with the Affinity Networks and learn about some of the local organizations specializing in various aspects of DEIJ.

Learning Circle: Awakening Your Critical Consciousness

- September 15, 2022, 12:45-2pm
- Hybrid – Wilde Auditorium and Zoom
- Extremism. Anti-Semitism. Racism. Free Speech vs. Hate Speech. How can we move towards courageous conversations and social justice? Developing a critical consciousness is the first step. Join Prof. Kristin Comeforo on Thursday, September 15, 12:45 – 2:00 p.m., for a Learning Circle focused on Awakening Your Critical Consciousness. In this workshop we will learn how systems of oppression work, what it means to be critically conscious, and things we can do to both develop and deploy our critical consciousness on campus, in our local communities, and beyond.
- Register [here](#)

Creating Visibility and Belonging for the Latinx and Hispanic Community

- September 26, 12:45pm-1:45pm

- Hybrid – KF Room (on the main level of the Library) and Zoom
- Join us to engage in a conversation about creating visibility and belonging for Hispanic and Latinx individuals in our campus community, as we strive to foster a more inclusive UHart, where people of all identities may experience a sense of belonging. This panel will feature campus community members who will provoke thought and inspire action across our campus community by sharing how they feel our campus can be more inclusive, raising awareness of nuanced experiences, and increasing understanding of unique needs of the Hispanic and Latinx population.