

UNIVERSITY OF HARTFORD

Staff Council Meeting Minutes

May 12, 2021 | Wednesday | ONLINE (WebEx)

Participants: Staff of University of Hartford

Discussion and approval of the minutes from previous general meeting:

- April 14, 2021

Staff Council Reports

Treasurer: (Linda Zigmont) Balance is \$1,422.98

- No change

Benefits Taskforce: (Cindy Oppenheimer, Laura Heemskerk)

- No update (meeting was cancelled for April)

Resource Planning & Priorities committee: (Laura Heemskerk, Laura D'Angelo-Gohn)

- RPPC met on 5/6 to review University's preliminary budget, which will be evaluated by the Board of Regents today and tomorrow.
- Fall deposits are down. Raises are not in the budget. Discussions about athletics budget will be decided by the Board of Regents. We are in a healthy position compared to our competitors, but still in a negative overall.
- The Board will also vote on the issue of shifting Athletics to Division 3 or remaining Division 1; Group discussions surrounded implications of Athletics decision and ongoing efforts for employee compensation surveys.

Faculty Senate: (Rachel Yacouby)

- President Woodward spoke
 - Going to take some time to discuss and decide on requiring students to be vaccinated. Depends on how the pandemic plays out in the next month or so. Will catch up in May about this topic.
 - Our EMS students, have about 30 signed up, went into Hartford to set up mobile stations to vaccinate homeless in the area.
 - Preparing a draft budget for the Regents in May to be approved to keep working. Actual budget won't be approved until census is over at the Board meeting in the Fall.
 - Athletics was on list from Board when he was hired for things to look at. He said he would give it a couple of years before looking at it. Started a task force January 2020. 4 people from athletics, a couple of faculty members, dean of students, a former student athlete were on the task force.
 - Admissions: ahead of last year and ahead of the year before that. Completed applications are up or even with the last year. Deposits are right in line with 2019, better

then year before. Tours are going on. Got about 200 calls in the past few weeks about Fall 2021 (no questions about athletics)

Human Resource Department: (Lynn Thibodeau)

- The Dialog for Direction program is also in full swing. Completed D4Ds are due to HRD by May 28th.
- There will be a new DEI training program in the next few weeks that will be conducted online through the EverFi system that was used at the end of the last calendar year. Additional information and an invitation to this online training was emailed to all faculty and staff.
- HRD is working on return to work and remote work policies with several key University policy makers.

New Business

Guest Speaker/Discussion with Jen Conley, Human Resources Development, about changing the schedules in departments. *What are staff concerns in opening the University in September? What are people looking forward to?*

Guest Speaker President Woodward addressed questions/concerns during this discussion.

- Proposal for employees to work with managers to continue WFH practices if it works effectively for department
- More info to be rolled out over the summer to determine WFH practices in the fall semester
- Goal is to have everyone back on campus in the fall so that it looks like a typical semester
- Restrictions for mask wearing and social distancing will be in place (following state of CT guidance)
- Other CT schools are requiring vaccinations, but public schools will not
- The University will distribute a survey to determine how many faculty, staff, and students are already fully vaccinated
- University is working with CCIC to determine if vaccinations will be required
- For faculty/staff, choosing to not get vaccinated will not be an acceptable reason for continuing to WFH.
- Question about vacation time rollover; Jen confirmed any vacation time not used by June 30th is forfeited
- Discussion surrounding the shift from Division 1 to Division 3 Athletics

Annual report to the Staff Council

- Ben summarized annual report findings: Staff have risen above and beyond the challenges of the past 1.5 years and should be proud of their accomplishments
- Delegate elections were completed
- Next year we will hold delegate elections again
- DEI initiatives have been robust over the last year (EverFi modules, etc) reinforces the University's position on inclusion.

Old/Continuing Business

- Reports from communities. Do we have any new Community Representatives?
- Leadership academic and staff professional development

Announcements

- Call for nominations for the Staff Spotlight

Future Staff Council general meetings (always second Wednesday at 1 p.m.)

Apr 14, 2021 (Partnership Council)	May 12, 2021 (Annual Meeting)	Jun 9, 2021 (Pres. Woodward)
July 14, 2021	Aug 11, 2021	Sep 8, 2021