

Meeting called to order at 10:03 am by K. Baranovic, Chair

## Attendance

K. Baranovic	K. Seabaugh	H. Lynn
D. Savarino	W. Atkins	T. Williams
J. Woolf	K. Mayfield	T. Craven
D. Hopkins	T. Stevens	T. Grogan
A. Eller	T. Lamboglia	M. Kearney
F. Lockhart	A. Davis	S. Ponder
E. Redinger	M. Odhiambo	A. Buerck
J. Contrino	A. Hancock	J. Mino Lara
D. Seabaugh	L. Perry	H. Bauwens
W. Atkins	H. Sumner	
K. Krodinger	S. Pepple	

## Reports

- Chair Report – K. Baranovic reports budget report almost complete; draft has been sent for review.
- Chair-Elect Report – D. Savarino-deferred to Ongoing Business section of meeting for report
- Secretary/Treasurer Report – J. Woolf reports a payment went out for cost of Thank You cards for PSC breakfast preparations. Current balance is \$4,250.12

## New Business

- PSC Compensation Proposal discussion – K. Baranovic opened this discussion stating due to state appropriations still indeterminate and a current 8% CPI there has been a recommendation drafted for a request of 3.5% salary increase going forward. D. Hopkins mentioned City of Cape doing a 5% increase and asked why we would not ask for 8% on behalf of PSC due to staying in line with CPI? F. Lockhart stated he was in favor of student labor increases currently being recommended. K. Baranovic and D. Savarino reported Student Government President recommended a movement to increasing experiential learning opportunities on campus through student labor as paid internships. K. Baranovic discussed the rationale of a request for seeing a reforming of the HAY committee and for implementation of stepped positions (ability to seek promotions). He also indicated a push for a new pay equity study to reflect current workload of many staff since last study was conducted. There is a March 25<sup>th</sup> deadline for the budget proposal, and he will send a final draft to Council members for review. A. Davis was in attendance and offered insight on the goal of HR to implement a remote work policy. She indicated this is still in the research stages and reports an advisory committee has been formed, of which J. Contrino and L. Williams have been appointed to represent professional staff.
- Shared Sick Leave Policy draft – K. Baranovic reported the draft of the policy was a topic of discussion during Benefits Review meeting. Recommendations from A. Davis included molding many of the eligibility and management of determinations around current FMLA guidelines and process. Concerns raised included how to cover non-FMLA eligible employees. K. Baranovic asked for input from the Council on the following questions:
  1. Should there be caps on the number of eligible hours an employee can use in the program?

2. Should unused hours initially given an employee who returns to work be put back into the pool, or stay with the employee?
  3. What is the timeline for being eligible for SSL?
  4. Who is responsible for determinations?
  5. Does this policy apply to bargaining units?
- K. Baranovic indicated the goal is to have this policy draft finalized and to Benefits Review for next year implementation if approved.
- Upcoming PSC nominations and elections – K. Baranovic reports the following schedule:
    - March 30-April 6<sup>th</sup>-Nominations
    - April 11-14<sup>th</sup> -Elections

### Ongoing Business

- PSC Breakfast – D. Savarino reports location will be the Holcomb Success Center Nutrition room for sit-down option and the drive thru will enter off Broadway at Alumni Center and drive around between the buildings. Menu and T-shirts order form ready and will go out next month. Handed out Thank You cards to volunteer writers and mentioned would send out a prompt for proper write-up post-meeting.

### Committee Reports

- Administrative Council – Kris Baranovic (FY22)- no meeting; no report
- HLC Accreditation Committee – Kris Baranovic – currently working on draft, will be needing co-curricular activity from campus offices soon, deadline for report next summer.
- Athletics Committee – D. Seabaugh – Cindy Gannon Walk for Women April 2<sup>nd</sup> to promote athletics scholarships and this year is 50 years of Title IX. Due to weather the Hall of Fame has been postponed until April 23<sup>rd</sup>; Houck renovations on hold and in re-bid; July 1 two new schools to join OVC (Lindenwood and Southern Indiana); Football partnership with Big South Conference and potential for sponsored sports-especially women's volleyball and golf.
- Benefits Review – Kris Baranovic (FY22)- Currently there is a proposal for an increase to the medical travel time from 3 days to 5 days in development. K. Baranovic mentioned how this benefit is not known to many staff and asked the Council for suggestions on how to promote benefits to staff. Discussion concluded that a reminder of benefits might be good to go out mid-year or following benefits open enrollment.
- Budget Review – Kris Baranovic reports plan is reviewing ways to stabilize appropriations; cost of scholarships percent on budget growing so looking at ways to lower state tuition to offset cost of scholarship program.
- Funding for Results Team – TBA--No meeting or report
- Parking Appeals – F. Lockhart reports he is on hiatus from appeals through the month of March but was requested to come back to April meetings from DPS. He indicated there were concerns raised over his level of appeal approval. He provided an example of an appeal wherein the person seeking the appeal stated their rationale was that no Greek association on campus would accept someone with a handicap so there was no need for handicap parking at Greek Housing. F. Lockhart and Council addressed the obvious discriminatory and ignorant nature of this statement. E. Redinger confirmed Greek life does, most definitely accept those with disabilities.
- Strategic Action Plan Committee – WyKeshia Atkins requested from Council about ongoing participation in Committee and reports from/for this. K. Baranovic recommended continued insight on measurables and ongoing process of implementation of University Strategic Plan.
- University Equity and Inclusion Committee – To Be Announced-No report

### Council Member Department Announcements

- Recreation Center – E. Redinger reports Greek Week Blood Drive happening March 27-30<sup>th</sup>; Wanted to announce on behalf of Athletics that Brady Barke was awarded the Cushman/Wakefield Athletic Director of the Year Award.

- Academic Support Centers – W. Atkins reports College Success Seminars happening and two more remain for semester; LAP-encourage students to sign up post-mid-terms if struggling academically.
- New Student Programs – K. Krodinger reports orientation events ongoing; Opening Week information will be coming out in April.
- Academic Technologies – F. Lockhart reported on new Portal upcoming; LMS working fine currently.
- Academic Advising – A. Eller reported a new Administrative Assistant has been hired for the office T. Sabo. Also hired D. Carter as new Peer Advising Coordinator and J. Shaver moved up to new Advisor.
- Information Technology – D. Hopkins reported on new Portal implementation planned for summer; seeking SSO to Portal via Office 365; discussed tech budget and goals.
- University Marketing – D. Savarino reported newly hired Videographer.
- Career Services – J. Woolf reports Career Expo saw about 400 students attend. Discussed current issues of abuse of privileges from students accessing Career Closet so be on lookout for new policy for use guidelines.
- SE Online – H. Sumner reports move to electronic record process for Early College Programs complete; Advising for fall semester ongoing; moving office location soon.
- Center for Teaching and Learning – K. Baranovic reports office moving last week of March to Memorial Hall top floor; summer faculty training planning happening currently.
- Human Resources – D. Seabaugh circled back to the group on a previous topic about new PTO for energy conservation days. She stated that HR will allow new employees to go “into the red” to cover PTO time during ECDs. A new hire is someone under 1 year since start date.

With no further reports, K. Baranovic adjourned the meeting at 11:11 am.

### Meeting information

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*Next Meeting:* April 20, Redhawks Room/Zoom

*Future Meetings:* May 18, June 15, July 20

Zoom Information:

Link: <https://semo.zoom.us/j/94588401163>

Meeting ID: 734 539 0751