In Attendance:

Bob Henry, Marleen McVeigh, Brian MacDonald, Dan Griggs, Kathleen Tuck, Melissa Wintrow, Corrine Henke, Karen Wargo, Kristine Barney.

Guests: Matt Lundgren, Pablo Coblentz

Absent:

Pat Pyke, Alain Rodrigue, Bill English

I. Call to Order
   a. Dan called the meeting to order at 10:30 am.

II. Guests
   a. Pablo Coblentz, Associate Vice President, Human Resource Services
   b. Matt Lundgren, Chair of Volunteer Subcommittee

III. Approval of Minutes
   a. The January minutes were approved as written.

IV. Treasurer’s Report
   a. Bill distributed the spreadsheet via email. Deposits from the Winter Luncheon have been recorded. 169 employees paid – the senate paid for nominees and guests. $850 of Aramark expenses will come out of the Local department, the remainder will be paid from the Appropriated.

V. Old Business
   a. Committee Updates
      i. Kristine Barney updated us on the Network and Policy Committee. An idea for April is a brown bag lunch / Café Lunch with large paper on each table where people move from one table to another. This could be part of Staff Week.
      ii. Brian MacDonald has uploaded the videos from the Innovate portion of the Winter Luncheon.
      iii. Staff Week will be in May and is for staff appreciation. Matt and Robert will assign tasks to subcommittees. Robert is coordinating volleyball and bowling. Regina is coordinating World Café / “Minute to Win-It”. Matt is coordinating care packages for troops overseas. The Senate will provide financial assistance for these activities.
      iv. Women’s Center committee would like a permanent professional staff representative. The senate decided that we couldn’t accommodate that because of the volume of volunteers interested in serving. We do not want to close the opportunity of volunteering off from staff. The committee will send a
more detailed description of characteristics needed for the representative. Melissa will have them pick from a list of potential volunteers.

b. ID Card Replacement
   i. Ted is working with Stacey to find a way to lower the fee for employees. We will see if Stacey is willing to meet with the senate. The senate is interested in reviewing the stats and actual costs of ID card replacement.

VI. New Business
   a. Spring Luncheon committee will be Melissa, Kathleen and Corrine. Elections of next year’s senate will take place via electronic ballot in April; the new senate will be announced at the Spring Lunch. Nominees should include a short description as to why they want to serve.
   b. Retirement funds restrictions. We haven’t heard any news on this yet.
   c. Pablo introduced himself.
      i. PSAP project. A compensation manager search is underway. This project will be their first assignment. The senate expressed concern over the lack of communication in the past and that the group working on the project before was all upper management. The senate would like to feel that we are a part of the process this time.
      ii. Student pay project is on his radar.
      iii. Pablo is looking for ways to get us out of “bureaucracy” perception by making better use of technology and developing a collaborative strategy.
      iv. Melissa asked what the purpose of HR was on campus. Pablo answered that (1) it is an administrative department and must be lean, as it is not a profit center and (2) that it should support the organization to manage and develop talent.
      v. A trend that Pablo is looking at is the impact of Baby Boomer retirements.
      vi. Pablo touched on job security for professional staff. The senate pointed out that insecurity is a morale issue and that there is stress on campus over the renewal notification process. The senate pointed out that many professional staff feel that if they speak out on an issue, their job is jeopardized. This makes it harder to innovate.
      vii. Pablo would like to create a culture that values employees. HR can advocate a positive culture.
      viii. For the self-insured health insurance, there is a consulting firm conducting a feasibility study with a report due to BSU soon. The questions to be addressed are, “Can we afford it?” and, “Is it a good move for us?”

VII. Announcements
VIII. Adjourn
   a. Dan adjourned the meeting