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*West Virginia University Staff Council Meeting Minutes*

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April 18, 2018

8:15 a.m. – 12:00 p.m.

Mountainlair, Rhododendron Room

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Present</b>
Baldwin, Joan	Nutrition Outreach Instructor	Extension Services	Yes
Baldwin, Larry	Trades Specialist Lead II	Physical Plant HSC	No*
Bolin, Julia	Nutrition Outreach Instructor	Extension Service	Yes
Bremar, Nancy	Nutrition Outreach Instructor	Extension Services	Yes
Browne, Thea	Administrative Assistant Senior	Main Library	Yes
Crabtree, Joan	Supervisor Campus Services	Facilities Management	Yes
Forquer, Burlene	Manager Food Service	Mountainlair Catering	No*
Gill, Yolanda	Administrative Associate	Accessibility & Auxiliary Service	Yes
Griffin, Barbara	Developmental Advising Specialist	Academic Degree Programs	Yes
Irons, Rusty	Trades Specialist I	Facilities Management	Yes
Martin, Lisa	Special Events Coordinator Senior	Event Management	Yes
Matuga, Amy	Administrative Associate	Physiology	Yes
May, Crystal	Office Administrator Senior	Microbiology	Yes
McKinney, Julie	Supervisor Food Service II	Student Life/Mountainlair	Yes
Morris, Jim	Assistant Vice President	HR Employee Relations	Yes
Musick, Dana	Administrative Secretary Senior	CEHS	Yes
Nichols, Melanie	Supervisor Campus Services	Facilities Management	Yes
Robinson, Shirley	Administrative Assistant	Academic Affairs Administration	Yes
Runyon, Peggy	Campus Police Officer Lead	University Police Department	Yes
Torries, Michael	Academic Lab Manager II	Chemistry	Yes

\*Excused

**Guest Speakers:** Cris Mayo, Ph.D., *Director, LGBTQ+ Center*  
*Professor, Women's & Gender Studies*

Meshea Poore, *VP for Diversity, Equity & Inclusion*

**Submitted By:** Janelle Squires, *Administrative Secretary, Staff Council*

### **Call to Order**

The meeting was called to order by the chair, Nancy Bremar, and quorum was established. The sign-in sheet was passed around for members to sign in.

### **First Business**

Approval of March minutes motioned by Mike. Joan B. seconded. All in favor and motion was carried.

### **Treasurer's Report**

By Joan Crabtree, *Secretary/Treasurer*

Joan reported a beginning balance of \$1,842.96 in February with the following expenses:

-21.20 (phone)  
-120.03 (travel)  
-121.50 (travel)  
-1.12 (copier)  
-174.28 (travel)  
=\$438.13 total expenses

That left an ending balance of \$1,404.83.

The beginning balance in March was \$1,404.83 with the following expenses:

-37.99 (ink cartridge)  
-39.99 (digital voice recorder)  
-7.42 (copier)  
-48.00 (business cards)  
-21.20 (phone)  
-88.31 (travel)  
-174.28 (travel)  
-85.54 (travel)  
=\$502.73 total expenses

That leaves an ending balance of \$902.00.

Approval of Treasurer's Report motioned by Joan B. Crystal seconded. All in favor and motion was carried.

### **Chair's Report**

By Nancy Bremar, *Chair*

Nancy is still serving on the WVU PEIA task force/committee and requests everyone to stay tuned.

She receives several phone calls and emails daily as chair. With her being out in the field a lot of time, she asks that everyone give her some time to get back with them.

She attended the ACCE meeting that was held here at WVU in the Mountainlair, Mountaineer Room on April 9<sup>th</sup>. She thanks Yolanda for her assistance on behalf of Shirley Robinson, ACCE Representative, who was sick and not able to attend.

Also, a huge thank you to Lisa Martin for her help with ordering food and working out those details on such a short notice.

In the future, these types of events require planning in advance, as a group effort, to ensure all runs smoothly.

She also thanks Janelle for her help and answering her questions.

To update herself on the happenings with ACCE, she went to their website to read minutes but they haven't been posted since July 2017. She requested copies of the minutes, which she did not receive, but was assured the website would be updated soon.

Shirley confirmed she receives regular monthly minutes. Nancy requested to send them to her.

She has been working on getting more exposure for Staff Council and has been corresponding with April Kaull, Director, University Relations Communications, and Sharon Martin, VP for University Relations. They reviewed our website and suggested to add photos to our Members page.

On April 27<sup>th</sup> she is scheduled to make a video for WVU Today that will feature Staff Council and her being interviewed.

Shirley wanted to thank the group for the lovely dish plant garden and balloons while she was in the hospital. It was a blessing to wake up and see that. She felt the love and prayers and it meant a lot to her. On her way home, someone had rear-ended her vehicle and she had to go back to the ER but is fine, thankfully.

Reminder about the WVU Benefits & Wellness Fair that is scheduled for May 2<sup>nd</sup> from 8:00 a.m. until 2:00 p.m. at the Mountainlair. We will have a table and two people will staff it for one hour increments.

### **BOG (Board of Governors) Report**

By Lisa Martin, BOG Rep.

The BOG meeting is set to begin tomorrow and Friday. The Classified Staff presentation will be given Friday at the Erickson Alumni Center.

She will have a more in-depth report for next month's meeting.

### ***Committee Reports***

#### **Athletic Council**

By Joan Baldwin, *Classified Staff Rep.*

Joan was informed by Shane Lyons' office that they will meet next month. She will continue to send the minutes to Janelle to send out to the group.

### **Welfare Committee**

By Amy Matuga, *Chair*

The group will meet an hour before the President's meeting on Monday so they will have a report for next month's meeting.

### **Tuition Assistance**

By Barbara Griffin, *Chair*

The Tuition Scholarship for Children of Classified Staff applications are currently being reviewed. There was around 40 applicants and the available amount of funds is \$2,500. Those who will not be awarded are those with an EFC (Estimated Family Contribution) that exceeds cost of attendance and/or determined to have no unmet need. The \$2,500 will equally be divided among the remaining eligible applicants. Janelle will send out letters to them informing them of their status once that is completed.

Tuition Assistance applications for Summer 2018 session are due by April 30<sup>th</sup>.

### **Blood Partnership**

Barbara scheduled another blood drive in November. There is one coming up on April 30<sup>th</sup> at One Waterfront Place, Room 6115 from 10:00 a.m. to 3:30 p.m.

### **Communications ad-hoc Committee**

By Peggy Runyon, *Chair*

Peggy reported they have not recently met but continue to work on a survey aimed at classified staff. She brings back their ideas to Nancy for further discussion.

They determined the best type of survey to conduct would be about how well they know their Staff Council so that we can get an idea of where we stand and how to better serve our fellow classified staff.

Shirley feels that with the world we live in today, people just want to know that others care. We may use a lot words and put words on paper, but we need to put it into action.

They plan to meet today after this meeting.

### **Legislative Committee**

By Michael Torries, *Chair*

Mike read recently that HEPC (Higher Education Policy Commission) was charged by Legislature during last session to come up with new funding models for higher education.

One of them was a student focused funding model in which they will evaluate how much funding is given to higher education institutions based on three different criteria. This would adversely affect WVU and Marshall University but have a positive effect for other higher education institutions in the state. In other words, our funding would be cut severely.

Provost McConnell commented that there are much better processes that could be instituted and offered to be a working partner in that process.

There is currently a comment period running until April 27<sup>th</sup>.

## **Guest Speakers**

### **WVU LGBTQ+ Center**

Cris Mayo, Ph.D., *Director, LGBTQ+ Center and Professor, Women's & Gender Studies*

Cris agreed to come in today to give the group a brief overview of their LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer or Questioning) training sessions that they conduct throughout the state.

Requirements of higher education institutions, especially land grant, is to address everybody in the state.

Most people want to be good allies to the LGBTQ community as well as to veterans, first generation college students, and people of color – everyone who loves our state.

Most are familiar with the LGBTQ acronym but may not be certain about a few terms. Our gender is what we are at birth or what we feel. There are some who don't identify with their birth gender and that is referenced as Transgender, which is now a group of people and a diagnosis. Transgender people now have the opportunities to change their gender whether it be through surgical means – people get cosmetic surgery to feel more like who they are. They may choose Hormone Replacement Therapy (HRT) – the same thing that many older people use for various reasons.

The state of West Virginia has the largest population of Transgender people per capita, ages 15-19; many of who leave the state due to not having laws that protect LGBTQ people as other states have. The estimated Trans population in the country is 1.5 million.

There are some other terms that are fairly new to many people:

- Homoromantic – a person who is attracted to someone of the same sex or gender but not in a sexual way
- Heteroromantic – a person who is attracted to a member of the opposite sex or gender but not in a sexual way
- Pansexual – a person who does not see gender or gender identity
- Asexual – a person who is not attracted to either men or women and/or feel they don't have a gender at all
- Non-Binary – a person who does not want to transition from male-to-female or female-to-male, and/or expresses a combination of both genders
- Cisgender – a person who identifies with their birth gender

Cris highly recommends watching a YouTube video called "Ask Me", which features what college students wish their professors knew about them. This also applies to staff and other students.

As part of a higher education, land grant institution, part of our mission is to be inclusive and welcoming – to be One WVU. If someone comes into your office and they reference another name other than what's on their id card, you should politely ask them what they prefer to be called. An FYI – WVU offers free, legal name changes through the Student Legal Services who work with the Registrar's Office and ITS. This allows them to change their name and pronoun of preference as far as the records permit.

Some LGBTQ students grew up in homophobic homes or high schools and have faced bias most of their lives until they go to university and feel like they will finally be accepted until they face bias yet again because we are not perfect. We have a good community but we're not quite there yet.

Results of a culture survey that was conducted a few years ago found that:

- LGBTQ people feel uncomfortable on campus and feel there is significant bias against them.
- 30% of LGBTQ campus community experienced homophobic or transphobic harassment. A national survey had similar findings.
- In 2015, 75% of LGBTQ students reported sexual harassment on campuses.
- There is a high rate of LGBTQ students who've reported penetrative rape compared to hetero/cisgender women.
- There are high percentages of people who've reported there is no attempt to address these issues in curriculum and students reporting difficulty in accessing equitable healthcare. The Center has been working with Student Health and WVU Hospitals on improving this. The hospital is discussing transgender healthcare disparities as a targeted area for equity.
- LGBTQ students report challenges with getting support with domestic violence, or intimate partner violence.

There was a good trajectory for social acceptance of the LGBTQ community until last year when the numbers started going down again.

The main reason why many people don't come out in our state is because we don't have state-wide employment protection; there is at WVU and the city has a discrimination ordinance but it's difficult to have an employment complaint with no state law.

As part of the 4<sup>th</sup> Circuit in the WV Court of Appeals, they are beginning to create rulings that indicate LGBTQ people are covered by Title VII of the Civil Rights Act of 1964 which prohibits employers from discriminating against employees for sex, race, color, national origin, and religion. Also, by Title IX, Education Amendments of 1972, that ensures gender equity at higher education institutions.

They are happy to assist the WVU community in any way. If you have questions, you can reach them at 304-293-9593. This is a safe space and welcome you to stop by. They are currently in Hodges Hall but will be moving to Riffle House, below Dadisman and Stalnaker Halls.

#### WVU Office of Diversity, Equity & Inclusion

Meshea Poore, *VP for Diversity, Equity & Inclusion*

Meshea agreed to come in today talk about their department, how they serve the University community, and to answer any questions.

She is fairly new; she's been in her position for a few months now and previously worked as a lawyer. She was born and raised on the west side of Charleston, WV; attended Harriet University in Washington D.C. and Southern University in Baton Rouge, LA; and is licensed to practice law in the state of WV and Alabama. She has also worked for the Legislature – a member for five years and a Public Defender for over five years. She's worked on Capitol Hill and has done strategic planning as a consultant for national campaigns and has spoken internationally about diversity. She does not have any University experience but is hoping we can help teach her as this is a learning institution.

They deal with all things diverse which is a fluid term. It means something for everybody – women, LGBTQ, African American, Asian, Latino, etc. Their job is to make you feel like you belong and provide you with resources.

We are all family – from administration to students. Sometimes these conversations can be uncomfortable. We find that we don't want to deal with those uncomfortable feelings and that creates a gap.

We're told throughout life not to talk about religion, race, and politics and it just creates a divide. When you don't talk about what makes you who are, then you make yourself invisible. Everyone has a right to be who they are.

Mike feels the hesitation is the fear of offending someone. Meshea agreed that is true. She asked the group how many like hamburgers, how many like ketchup, or mayo, or Miracle Whip, and why you like it. It's because you have a preference. She created a safe space to talk about something that is irrelevant. The same can be applied for all the uncomfortable topics. All these preferences come from an experience in your life. You may have grown up only eating mayo in your house which is why you prefer it. The same goes for why you interact with those you choose to. You may only prefer shorter men over taller men because of an experience you had with a tall man. These are implicit biases. We all see color and there's nothing wrong with that.

She shared that a friend's son was at school one day and his teacher wanted his phone so she snapped her fingers at him. For an African American young man, that is an issue because she was snapping her fingers at him like a dog. His teacher was correct to want his phone but how she went about it was wrong. He could not explain how it affected him and she couldn't understand why, which created a miscommunication. You don't need to walk around on eggshells but rather be reflective of your actions. This can open up dialogue for comfort conversations, as she likes to call it.

This is also an example of a micro aggression – you may not have meant for it to be derogatory but that person took it that way. Another example would be for someone to compliment your hair and they start touching it. You are not a pet; you wouldn't just reach out and touch someone's hair. It's different and unique but that person is not a puppy.

The movie *Zootopia* features a few scenes that address micro aggressions. For example, a little sheep is sitting at a computer and her hair is sticking up above the monitor. Another little animal takes notice and talks about how soft it is and starts touching it. Another one shouts out that you can't just touch another sheep's hair.

A Harvard University study talks about these implicit biases and it features tests you can take. It's surprising how much you learn about yourself.

They also handle ADA complaints. Not all disabilities can be seen so their goal is make them comfortable enough to share it with others and to accommodate them with what they need. Yolanda, who works in Accessibility & Auxiliary Services, added a student doesn't have to tell their professor what their disability is. It comes through their office and an email is sent out to professors informing them of what accommodations they will be receiving for their student but never what exactly the student's disability is.

Joan B. works as a 4-H volunteer and they're in the process of vetting everybody. She questioned if there are many charges against adult volunteers. With all the Title IX vetting, it seems to be scaring a lot of volunteers away like they are assumed to be a bad person. Meshea explained everyone there has to have a background check – these are people working with our kids.

Her and her staff's goal is to help. As part of Title IX compliancy, they sometimes come in to investigate complaints to ensure the safety of our campus. Her investigators must respect, research, talk, and give the end results.

Amy brought up the Social Justice liaisons that they used to have and if it's something they'll bring back as she used to be one. Meshea doesn't know much about that but believes there needs to be Diversity Ambassadors and get students involved.

They've begun to contact all the colleges to inquire if they have a Diversity, Equity & Inclusion committee because they would like to have a University council comprised of these committees. Some have them

and some don't. She'd like to see if a liaison can be added to each college's committee that can report to her.

Amy asked how many employees are in her office. There are around 20 people, including GA's and some others. They have around 300 Peer Advocates – they can be seen walking around campus wearing "This is Us" t-shirts.

Mike offered Staff Council's assistance with anything she may need. Nancy added she believes diversity training should be included as part of the mandatory supervisor training.

She asks that everyone take the implicit bias test that she will send to Nancy to share with the group. She doesn't want the results or anything; just that everyone take it. She also has a micro aggression video that she'll send for the group to watch.

Meshea referred to our Values and how they tie into diversity. Curiosity is about wanting to do better and learning about yourself and others. Expose yourself to something new, outside of your comfort zone. Sometimes she's the only black person in the room but she has to own it. Strengths can come from something you haven't explored yet. Service is working as a team, no matter what that may look like.

### **Old Business**

The group reviewed the revised draft of the Code of Conduct. Amber believes the copy everyone has is not the newest version, there had been a few changes made by Legal Affairs since then.

There were a few paragraphs that were removed and replaced with:

"This Code of Conduct outlines how WVU expects our employees to perform our work and interact with all members of the University community including students, other WVU employees and visitors. It applies to all WVU employees regardless of position or rank on all WVU campuses. This code also applies to any individual using WVU resources or facilities receiving funds administered by WVU and any volunteers representing WVU."

"WVU will provide education and training on this code throughout fiscal year 2019 to ensure all employees are aware of the behavioral expectations set forth below."

One of the omitted paragraphs stated "If appropriate, corrective measures may be recommended and might include formal disciplinary action for conduct not aligned with these standards. The type of action taken may vary due to the type and frequency of such conduct."

Many agree that they are glad to see this removed. Amber concurred they want this to be a positive thing, not something threatening. Although, it is the expectation for how employees should conduct themselves.

She will send out the newest version to the group and will be tabled until next month's meeting.

### **New Business**

Lisa shared that an employee who was recently RIF'd had reached out to her. She asked them if they were offered to have someone from Staff Council attend their follow-up meeting with them, if they so choose. They had not been offered that. Lisa thought that had been discussed and would be implemented when someone is RIF'd.

Amber reiterated that a Staff Council member cannot act as a legal representative. The employee may have anyone they choose to attend with them.



Jim confirmed an ombudsperson cannot act as legal representative and does not attend grievances. The faculty ombudsperson, Tom Patrick, is a resource, or an advisor.

Joan C. shared that when she attended a grievance meeting, a Staff Council member did accompany the employee but they could not do or say anything, and just sat outside the room.

Shirley asked if the employee is given assistance with finding another job once they are RIF'd from their current position. Amber explained as follows:

- they are initially notified that there is intent to take that action during the first meeting;
- the employee has five days to bring back any information they feel may change the course of actions;
- if the final decision is to RIF, the employee has a 60 day notice period, as an employee still working, to seek another job;
- after 60 days, their severance period begins, which depends on their years of service – if you've been here for more than 20 years, it is 44 weeks of severance;
- they may seek a job within WVU during that time and are still being paid by WVU, they are just not an active employee;
- If they get another job within WVU or one of its affiliates, their severance pay stops and they become an active employee

Nancy requested Amber to write this process down for the group to reference when someone comes to them asking about it and everyone has the same answer.

Amber explained RIF's aren't always about redundancy or saving money; performance can also come into play as well, in addition. There have been instances where they felt the RIF was solely based on performance and they've told them it is not appropriate.

Jim explained non-classified employees have a yearly appointment. They have a period of time that allows for supervisors/managers to non-renew a non-classified employee.

Amy feels with all the RIFs and tensions running high, that an active shooter on campus is a real possibility, especially when there are posts on social media about a supervisor threatening their staff with violence. Amber shared with regards to that situation on social media, they believe they know who the poster was but they did not admit to writing it. After that, the individual came to Employee Relations and they provided him with several resources. When asked if the physical threats in his workplace were true, he said no.

Jim ensured they are taking steps for training employees and managers to know what to do in the event of something like that. Peggy and the rest of the UPD conduct active shooter on campus training sessions. They are having someone come and work with the Talent & Culture team to teach them how to recognize threats.

Lisa provided a name of a mediation person but no one has ever contacted them. Amber explained Talent & Culture does not administer the mediation program, it is conducted by Professor William Rhee in the Law School.

Shirley and a group of others visited Oglebay Park a few years ago during which Tom Patrick conducted mediation training. They've not heard anything.

Jim's understanding is that a Staff Council member's role has never been to represent individuals in Employee Relations matters. Mike feels maybe they can be a part of starting something like that.

Amber advised when you take on such a role, you must hear both sides, not just one.

Julie referred to the WVU Ombuds Office page under the Faculty Senate website which states, “The primary mission of the West Virginia University Ombuds Office is to provide confidential and impartial assistance that enables WVU community members...” and goes on to say that “The Ombuds Office is a place where members of the West Virginia University community can seek guidance...” so she questions if he can serve staff as well. Nancy would like to invite him to an upcoming meeting.

Barbara shared some years ago, she served as a Social Justice liaison and was required to report any complaints. That is now handled by Diversity, Equity & Inclusion.

Amy knows of a department that used to have three staff employees and the administrator. The three employees were RIF'd and now it's only the administrator. She is wondering if the administrator will now take on all tasks or be RIF'd as well. Lisa said it could be a re-organization.

Per ENEWS announcement this past week, the new portal.wvu.edu will be used for MyAccess services when off campus.

Amy asked if Nancy has any update regarding a Town Hall for staff. Jim followed up on it and has received some feedback from Talent & Culture and University Relations. They've sampled the environment scenario and believe it could create more concern. They are near finalizing the FY 2018 raises – market adjustments and critical retention – and those employees will be hearing something soon. Then, they will focus on FY 2019 raises. Cris DeBord, VP for Talent & Culture, will discuss with executive leadership team within a few weeks. They will look at criteria such as basing it all on performance or an across the board component and performance included in that, etc. They will be having a Campus Conversation to address any questions in the near future.

Dana, whose college is one of the groups that wanted a Town Hall meeting, brought back the info to her coworkers that was discussed during last month's meeting regarding market raises/critical retention and explained how that will work and also emailed the entire college. Her coworkers were upset to learn they would likely not get a raise and keep asking her questions. She advised everyone to come to a meeting and read minutes.

Julie said we've been talking about these imminent raises since January and now April is coming to a close. She recalls Jim saying previously that after the BOG meeting that will be held Friday, something will be resolved with a subsequent announcement. Jim said that is his understanding. She feels we're losing credibility within our peer group. An old Chinese proverb says, “Where there is confusion, there is profit.” We confuse with a FY 2018 that not everyone will receive and a FY 2019 raise that will be equally confusing. She feels a Town Hall meeting is needed. Jim agrees and it will be held, just at the right time as they don't know all the answers.

They are debating whether or not to use the next round of Performance Evaluations as the basis for the FY 2019 raise or to use last year's. Amber shared they proposed to roll out pre-reviews for employees as early as mid-May. Supervisors may then begin writing up the reviews once they receive the pre-review and have the entire month of June to complete Performance Evaluations and submit through the system to the second-level supervisor. The second-level supervisor will have the month of July to complete their review and for Employee Relations to calculate the statistical data to provide to VP's and deans for completion of their assessment. If it is decided to use this cycle's performance reviews, then Class & Comp will need sufficient time to work on that during the month of August, so the in-person Performance Evaluation would take place in September. Or, if they decide to take a different approach with merit, not tying it into this cycle's reviews, then that will expedite the process, with the in-person Performance Evaluation happening sometime in August. Raises should be implemented in October.

Julie said that during a meeting, a group of Campus Service Workers were addressed by Rob Alsop, VP for Strategic Initiatives, and one worker had more or less been informed that even though she's worked here for 10 years, and earns a wage in the \$10 range, she will not be getting a raise. We all know our Campus Service Workers are the first ones that need market adjustments. Amber added which is why

speaking to a large group of various types of employees during a Town Hall doesn't allow them to address someone individually. If someone comes out of a meeting confused, they need to seek individualized advice. In her case, the HR manager of Facilities Management.

Melanie asked if someone was hired after January 8<sup>th</sup>, and your wages are below market, when they will be addressed. Jim said those guidelines are yet to be determined but he would think that would be a priority component for the FY 2019 raise. She also asked if there's any chance Performance Evaluations will be considered at all. He believes raises will be fully based on merit or partially based on merit.

She also questioned if he knew of any updates regarding the Dining Services RFP (Request for Proposals). Julie shared Rob sent them an email yesterday. He commended them for being so professional during this process. The University received three formal replies for RFP and is now in the evaluation process. A decision is hoping to be made by early summer. Around 220 full-time classified staff will be affected, or 10%, and 800 student workers. There is an evaluation committee comprised of members from every unit of the University but excludes staff. Nancy was unaware of that and asked that she send that to her.

Jim added communication to Dining Services supervisors is being discussed and should be going out soon. Cris DeBord, VP for Talent & Culture, serves on the Selection Committee. Three vendors came in to give their presentations, which Cris attended two of them; Jim attended one on his behalf. If they decide to outsource, from what he saw from one of the vendors, there will be significant growth and opportunities. They have ideas from online ordering to remodeling facilities.

Mike said with new employees being hired as non-classified employees, he wants the group to think about allowing non-classified employees to join this Council. He believes all employees in this organization should have a voice. Nancy agrees but explained this group is governed by state code and the only way to change that is to write to the Legislature to change it. They will discuss next month.

Amy asked how many classified staff employees have been RIF'd since January 1<sup>st</sup>. Amber and Jim don't know the exact figure but it's less than ten.

Nancy received the list of classified staff who received the 150<sup>th</sup> Anniversary coins. There were 36 classified staff who received them. She is going to send them all a congratulatory card on behalf of Staff Council.

Jim distributed a handout of the *Transition Year Explanations for 12 Month, Exempt Employees* from Talent & Culture's pay changes website. There is currently a class-action law suit from a group of state employees who claim they didn't get paid appropriately.

Peggy asked that the Communications ad-hoc Committee members stay afterwards today for a brief meeting.

The President's meeting scheduled for Monday is now canceled due to some scheduling conflicts. He sends his regrets. She asks that everyone write down a topic they feel is relevant to discuss at the next President's meeting to bring to next month's meeting and they'll pick a few to add to the agenda. With the group's decision to forego the President's meeting last month due to not having relevant topics that we haven't already discussed with Rob, within minutes of being notified, Dr. Gee called her personally to thank her and the group for that consideration.

### **Adjournment**

Crystal motioned for adjournment. Julia seconded. All in favor and meeting adjourned at approximately 12:15 p.m.