

**Augsburg College  
Staff Senate**

Wednesday, October 10, 2013

Noon-1:30pm

Marshall Room

Present: Keith Bateman, Mark Chamberlain, Mark Cotton, Jill Davenport, Michael Grewe, Sara Schlipp-Riedel

Not Present: Joanne Reeck-Irby

Excused: Tracy Christianson

Guests: Dionne Doering

**Items in bold are action items.**

1. Approval of Minutes
  - a. The minutes from September 25, 2013 were approved by unanimous consent.
2. Human Resources Update
  - a. Parental Leave and Vacation Cap
    - i. Changed sick leave policy so that a parental leave candidate can use up to 8 weeks (rather than 6 weeks). This gets the person closer to the 120 hour cap. This gets a person to 11 weeks paid with everything.
      1. FMLA is 12 weeks. People often do not take 12, or if they do, they can use floating holidays or other personal days that they have accrued.
  - b. Tuition Assistance
    - i. The old way of dealing with tuition assistance was a 75% discount per trimester and 60% in the summer. Now, semesters are a 75% discount and summers are still 60%; however, this means less of a discount.
    - ii. There is going to be a committee formed to study this tuition benefit.
    - iii. There are also issues with tuition equity with other ACTC institutions.
    - iv. The new policy should be in place before Summer 2014.
  - c. Domestic Partner Benefits
    - i. Augsburg College will offer domestic partner benefits to different-gender couples shortly. It has not yet been announced to the larger campus community.
  - d. Holidays
    - i. The last floating holiday will be used towards the end of the year at an employee's discretion.
    - ii. For 2014, HR has not designated the two extra days for Holidays. There have been requests to name MLK day as a paid Holiday.
      1. HR would like Staff Senate's help to gauge employee's desire to have MLK as a paid holiday, knowing that MLK Convocation takes place the same day and certain staff would have to work.
  - e. Paychecks
    - i. No one is getting paid by check anymore. Anyone who does not have direct deposit is getting a pay card.
3. Governance Updates

- a. Leadership Council
    - i. The Council covered the State of the College, including the benefit discount for participating in the wellness program, savings in participating in employee plus children health care plan, and health benefits in general. Moreover, they discussed not having a furlough.
  - b. Board of Regents Meeting
    - i. This year, Augsburg is looking at how we run the organization. Right now, administration and faculty have governance roles. There is question as to how much the faculty have a role in the governance at the college.
    - ii. The Board approved the audited financial statements.
    - iii. A speaker from the MN Private College Council spoke about the work they do and data about students from all 17 of their member institutions.
    - iv. All of the Senior administrators reported with respect to their areas.
4. Committee Updates
- a. IT
    - i. Nothing to report.
  - b. Safety
    - i. Nothing to report.
  - c. Diversity and Inclusion
    - i. The committee went over the bias-related incident report from the past two years, and how the bias reporting system works. There were 18 reported incidents last year.
    - ii. They talked about how to track accurately and follow up with reports of incidents in a timely manner. They also expressed concern that students felt that nothing would come of reporting.
  - d. Budget and Finance
    - i. Nothing to report.
5. Bylaws
- a. Jill had some updates to the proposed changes to the Bylaws, which are now marked on the Bylaws document in the Staff Senate online folder. Staff Senate cannot vote on these changes today since not all members are present.
6. Auggie Pride Incentive Program
- a. We have one submission: Joe Mann, for launching the new website.
  - b. Sara moved to honor Joe Mann for the Auggie Pride award for September 2013. The motion was approved unanimously.
    - i. **Mark Ch. will post the information on the Staff Senate website.**
7. Future Events
- a. Staff Appreciation Awards will either happen on February 26 or 27.
  - b. Staff Picnic will either happen on May 6, 7, or 8.
  - c. **Keith and Joanne will contact Barb Geiser to get the President at both Events. They will also contact Seth Lienard to get spaces booked.**
8. Parking for Less than .250 Staff
- a. Staff who are part-time or get paid a stipend now have to pay more for parking rather than get appropriately-priced parking. Many of these individuals are volunteer/stipended coaches.
  - b. Custodial staff are now required to pay for parking in their union contract, but it may be at a discounted rate.
  - c. **Mark Co. will talk to Jesse Cashman about this issue in his next meeting between them.**

9. Next Meeting

- a. Our next meeting is **Wednesday, October 23** from **12:00pm-1:30pm** in **Marshall Room**.
  - i. Ideas for Open Forum are Community Service or Be the Match. William Mullen and Jesse Cashman can also be speakers.