President’s Staff Advisory Council
Meeting Minutes
February 14, 2012
11:30 a.m. – 1:30 p.m.
Medical Education Building
Room 280

Present: Michelle Adam, Carlen Adler, Renee Bolden, Laurinda Custodio, Karen Davis, Mona Delgado, Terry Durkee, Geralyn Ducady, Bill Gaudet, Osiris Gonzales, Jennifer Hadden, Carrie Honeman, Heather Hower, Chair, Jenna Legault, Ashley Lundh, Wendy McRae-Owoeye, Diane Ricci, Christine Sarkady, Leslie Stroller
Absent: Paul Deissler, Heather Goode, Jessica Hodgdon, Anika Profit-Chair, Leslie Uhnak, Phyllis Harris, Tanitia Sello
Guests: Michael Goldberger: Aquatics and Fitness Center Updates; Michelle Wise: Benefits

Heather
• Heather Hower has compiled results from the Winter Break Poll; Heather Goode printed it out.
• Heather Hower is compiling Presidents Simmons’ memory book; give her antic dotes/pictures.

Karen Davis: Staff Concerns
• Karen has received over a dozen staff concerns, many involving parking (e.g., Lot 11 cordoned off for construction). All parking is designated on a first come first served basis; the website notes where you are listed. Snow day protocol for parking indicates that you have the same designated parking spot. If you are a non-essential employee (ask your supervisor if you are not sure if you are considered essential or non-essential), do not pay for parking, and it is a snow day, you must find a place to park and pay.
• There was a concern about the poor lighting on lower end of Thayer Street. In general, there seems to be a slight uptick on reported crimes on campus. Send all concerns to Russell Carey; Brown probably will get a consultant on this.
• Another concern related to the Bereavement policy; the University allows for 3 days, and it was requested to have 5 or 6. Human Resources has benchmarked with other Universities, and given that Brown has a median allowance for days; there are no immediate plans to increase this.
• A concern about working from home was raised; Human Resources has two policies on this.
• The Employee Tuition Assistance policy amount comes up for review every few years; currently it is $10,000 a year, and it has not increased in a long time (though it's a very expensive benefit).
• The Corporation has met and approved the budget.

Consortium Sub Committee:
• A room is reserved for a teleconference 4/4/12.

Events and Morale Sub Committee:
• First event is a tour of the Haffenreffer display on 2/29 (sign-up information will be this week). Other events include: John Hay Library or Ann Marie Brown Memorial Tour (April), Fitness Center (May), Summer Stroll (June), Ice Cream Social (September), Fall Stroll/Ghost Tour (October), Holiday Party (December) if we have an increase in budget (Heather proposed)

Staff Participation Sub Committee:
• Magaziner Farm: 5/19/12, 8:30AM-12:30PM
• Hasbro Battleship Ball 3/3/12, 3:30PM-12:00PM
• Box Tops for Education Collection

Outreach and Communication Sub Committee:
• We will upload new profile pictures, information, and updated subcommittee information.
• Will have a link to the training.brown.edu for Battleship Ball. Please forward all other Sub Committee event information to the entire Outreach and Communication Sub Committee.

Michael Goldberger, Director of Athletics
• New fitness center unofficial will be opening around 4/16/12; official opening will be in 5/12.
• The copula that was on top of Marvel Gym is now on top of the new building; the Facilities and Design committee wanted to make sure the building feels like a part of the campus.
• The building is comprised of three major parts; the front part includes fitness and recreation areas (almost 10K square feet of machines, three exercise/dance studios, locker rooms, separate showers, café), the center part is a swimming pool (which can be divided with bulkheads to operate three different functions at the same time), and the rear part is the strength and conditioning center for varsity athletes.
• The Brown Athletics budget is based upon money from endowments, and the Brown University Sports Foundation. The University gives the money, and then Athletics is expected to raise revenue. Correspondingly, there is a proposed faculty/staff (not yet family) membership fee of $360/year (the current student fee is $64/year). There are different fee structures (full year, or academic year option, payroll option), and we are considering an initiation offer, physical education classes, flex ticket s for athletic events, an April-May tryout the facility time, and perhaps a punch card for ten visits to the pool. Most of the equipment (e.g., cardio) will be moved out of the OMAC, and the track will be redone over the summer. It was suggested that the facilities be rented out (e.g., for birthday/sports parties) to raise revenue.
Michelle Wise: Benefits at Brown

Employee Education Program (EEP)

- Employees (staff only) must work at 2/3 time (67) and have 6 months of service, and now covers long distance learning.
- Enrollment in non-Brown courses is limited to $2500 per fiscal year.
- Employees can enroll in three Brown credit courses and unlimited number of non credit courses.
- Continuing education courses must be related to the employee position.
- Section 127 is an educational program that Brown follows; when an employee takes their second Brown course, it is taxable. This program will expire again at the end of 2012, and will be reviewed by Congress, who will hopefully reinstate it and raise that limit.

Back-Up Care

- Everyone is eligible for 100 hrs of back-up care (e.g., when day care falls through for a child, or older relative, even if they are out of state).
- Please register ahead of time if you need care in an emergency.
- The fee is $4/hour for in home care and $2/hour for center care.
- Children need all immunizations records in hand or given to a loved one.
- “Bright Horizons” is the name of the back-up care company; they do light cleaning and cooking, and provide a minimum of four hours of care. There is no staff waiting period for this.

Wellness Program

- Wellness at Brown website will be launched with nutrition information, BMI scores, recipe exchanges, comments, etc. It will be a healthy exchange and interactive site.
- Shape up RI started on Monday (you can still register; there are 335 people registered so far).
- On March 14, 2012 Wellness Programs will start (they will be done on Google documents).
- They will bring in supplemental programs (last year they worked with Fred Jackson, and Steve Monast, who gave a cooking demonstration on using herbs; this year they will have two cooking demonstrations on grains and tailgates in August).
- The program is partnering with Mary Flynn on diet and breast cancer. There will be a session on depression and mindful living. The program is hoping to do a men’s series, as well as expand privacy rooms on campus for lactating mothers (right now there are only a few BOB locations).

Meeting adjourned 1:45