TUESDAY, May 26, 2015
12:00 PM - 2:00 PM
University Hall – Corporation Room


Excused: Suzanne Alden, Emily Bruce

Invited Guest: President Paxson

Minutes: Meggie Patton

Call to Order

Announcements
Minutes approved from May 12th, 2015

Subcommittee meetings
- Individual committees met for first 40 minutes of meeting

Subcommittee updates

Topics for discussion with President Paxson
- Deficit Reduction Questions
  a. Employee Benefits discussed
     i. There is a lot of misinformation about the current state
     ii. Most employee benefit contributions in higher education are around 25-30%
        1. This is salary based
     iii. We can help encourage people to access the correct information
  b. Spousal benefits discussed
  c. Everyone should access the Wellness Rewards program
d. Can HR send out something clear and concise

B. Staff vs. Faculty Salary inequality
   a. Goal is to get someone who can give their best work

C. We should invite Drew Murphy to a meeting to discuss benefits

D. Barbara Chernow will be attending the meeting on June 9, 2015

E. Resignation of the Provost?

SAC Staff Survey
A. Goal is a broad canvassing of staff (this can always be revisited)
B. The survey will be electronic rather than paper.
C. Question: “What is your main source of information?” needs to be expanded (i.e. ...for news around campus).
D. This survey is anonymous
E. How long will this survey remain open?
   a. Two weeks

F. Department incentives?
   a. Prize?
      i. Free gym membership? (Allyson C. will ask)
   b. Department reward?

President Paxson
A. Everyone introduced themselves
B. Have we talked at all about the Diversity in Action plan
   a. One of President Paxson’s goals is to increase the diversity of the University.
   b. Not about numbers, but making staff feel welcome
   c. Would it be a good idea to have staff-affiliated diversity groups
      i. Who would support this group?
      ii. Would funds be available?
   d. President Paxson acknowledges how busy the group is, but asked if we could possibly take on another subcommittee, namely one for diversity.
      i. We will address this at a later meeting. Liza Cariaga-Lo will attend the August 25, 2015 SAC meeting.

C. Budget Deficit Reduction Working Group
   a. Just because recommendations were found does not mean we are doing all of them.
   b. There are no planned staffing cuts; staffing decreases will be through attrition
   c. We are getting a lot feedback
      i. Major concerns over
         1. Employee benefit increase in employee portion, copays, and deductibles
         2. Tuition Freeze
      ii. We need culture of improvement
   d. The suggestions/recommendations will be thoroughly examined throughout the
summer with a plan to come to final decisions in the fall.

D. Questions for the President
   a. Can you talk about the Provost’s resignation?
      i. Reconvene the previous search committee
         1. Should be able to move forward quickly
         ii. Provost’s job is difficult especially if you’re running your own lab
   b. How do you balance such a busy work schedule and with your personal life?
      i. The University’s winter break is the best downtime
   c. Please talk about the Jewelry District expansion.
      i. We need to think of these two campuses as one community, rather than the Jewelry District being ‘off-campus’
      ii. Lots of additional new projects coming up
   d. Updates on New Performing Arts Space
      i. Thinking of a really flexible, modern performance space.

Subcommittees Report of Progress

A. Volunteerism:
   a. Looking at team building university wide
      i. Allows staff one paid day off to volunteer in the community
   b. Susan Coogan spoke with folks at Nature Conservancy
   c. SAC pilot volunteer project
      i. We should reach out to the Brown community to see with whom/what they are already involved
      ii. QUESTION: Are you thinking of this for an entire department?
         1. We imagined as a group that you could close an office for a day so members could volunteer or at least all “non-essential” personnel
         2. Thinking that SAC could be the first pilot volunteer group

B. Events:
   a. Main goal: Events can offer the opportunity of a more collaborative work environment
      i. Meet & Mingles
      ii. BINGO (in the underground)
      iii. Pool Tournament
      iv. Campus Tours
         1. Janice H. noted that last year the President’s House was added to the garden tour.
            a. If President Paxson receives an advance request/notice, the President’s garden could again be part of the overall campus garden tour.

C. Mentoring:
   a. Review of the members
   b. Partnered with Judy Nabb
i. SAC’s role is to learn about and participate in HR’s recommendations
ii. Judy Nabb has partnered with a consultant to review peer institutional mentoring programs
   1. Reviewed the outcomes from the consultant
   2. Learning Development is creating a new leadership course that is require for managers
      a. Gets them on board quicker and faster
iii. SAC participated in Judy’s mentoring questionnaire
iv. Question: Is there a mentoring committee that is separate than the SAC Mentoring committee?
   1. Judy Nabb has a very small staff so SAC is an important partner for the pilot program
   2. Idea- Award at BEAR Day for mentorship
   3. Timeline for formal launch in Fall 2015, reviewed

D. Outreach:
   a. Review SAC Staff Survey
      i. Goal is to get some initiatives out of it and get feedback on how we are doing
      ii. Focuses on the committees already established here
   b. Question: Are there any other initiatives for this group on how we can do a better job?
      i. The response rate is indicative of interest
      ii. Use the survey as a communication device
         1. i.e. The SAC has hosted Meet & Mingles...have you attended one of these?

Adjourn