



# Supervisory and Confidential Council

Council Meeting Minutes for March 21, 2006

**Members Present:** Peggy Best, Barb Kalsem, Lynnette Hauser, Marcia Clendenen, Marcia Mabee, Julie Kirts, Pam Kirkhart, Malisa Rader, Glenda Lee, Joyce Vegge, Kaela Bozeman, Chris Patton.

**Ex-Officios Present:** Brenda Behling

**Guest Speaker** Phil Hernandez – Co-Chair of the Principles of Community Commission gave an overview of the Principles. After the spray painting incident last summer the Government of the Student Body wanted to take a more proactive stance against hate acts that were occurring on campus. A commission was appointed by GSB that included students, staff and faculty. Their mandate was to prepare recommendations responding to these hate acts and that future acts of hate would be addressed. The commission held focus groups and open forums with students, faculty and staff, emailed all students requesting their input, and met with various university administrators. Phil will be connecting with the Character Counts group tomorrow. It was found that students weren't aware of some of the diversity issues and may not know they are doing or saying harmful things. The commission is suggesting that students be exposed to the Principles in a variety of ways: Destination Iowa State (have the speakers incorporate this within their speech), residence halls, Judicial Affairs, etc. It could also be used in evaluating performance of employees. The commission also discussed with the President's Advisory Committee on Diversity whether or not this recommendation would replace the Cyclone Code of Conduct. They will be recommending to the President this be an institutional Principles of Community. The President has stated he wants support from the ISU community.

**Approval of February Minutes:** Kaela Bozeman moved to accept the minutes with addition. Seconded by Marcia Mabee. All in Favor. None opposed.

## Committee Reports:

- **RISCAC:** Kaela and Barb haven't heard anything since they received an email that the next meeting will be April 11<sup>th</sup>.
- **Benefits Committee:** No update.
- **Childcare Committee:** Julie Kirts – nothing new to report. The next meeting will be Monday.
- **Committee on Disabilities:** No update.
- **Committee on Women:** Barb Kalsem reported nothing new. The next meeting has been cancelled.
- **P&S Council:** Malisa Rader spoke on some of the items discussed at their March meeting:
  - The Council passed their endorsement for the Principles of Community.
  - A resolution was passed to include faculty and staff on a search committee when hiring a new university president.
  - The early retirement incentive program was discussed and will be voted on at their next meeting. They need to look at the legal ramifications. It's controversial since its age biased and considered illegal per Paul Tanaka.

- They were allocated \$15,000 annually for the department of the Council president. They are hoping this will help create a good pool of candidates running for Council president.
- They will be offering a one-time award recognizing departments that creatively and consistently offer awards or nominate P&S staff for awards.
- **Traffic Appeals Board:** Committee meets twice a month.
- **Transportation Advisory Council:** Marcia Clendenen reported that Bob Bourne from Cy-Ride was their guest speaker. He talked about the different routes and paths in Ames. He is retiring June 30<sup>th</sup> but will stay an extra week for the National Special Olympics. They are currently doing a search for his position and have four finalists. It is a combined position and reports to the city, university, and ISU student body.

**Other Business:**

- *Principals of Community endorsement:* Kaela Bozeman moved to accept the Principals of Community. Seconded by Barb Kalsam. All in favor. None opposed. Peggy will write the endorsement and send to Phil.
- *Board of Regents S&C Award nomination update:* The awards committee met last week and are in the process of forwarding nominee information to John Anderson in the President's Office.
- *Early Retirement Incentive:* Peggy was asked earlier why S&C was not included in the draft proposal. She referred the question to Carrie Haefner and it was explained that it was a P&S proposal and not ours. However, Brenda Behling indicated that if it worked out it would most likely include all faculty and staff. But she doesn't see it happening due to the legal concerns addressed by Paul Tanaka. Anything relating to age and benefits with a cap is considered age discrimination.
- *National Special Olympics volunteer hours:* Peggy was also asked why S&C members must use vacation or leave without pay when volunteering if during their regularly scheduled working hours and P&S are allowed to volunteer without having to use any of their leave time. She was informed that S&C members are covered under the Fair Labor Standards Act which tracks hours worked and excludes us from the offer made to P&S.
- *Higher Learning Commission – University Accreditation:* This group will be meeting with the review team on March 27<sup>th</sup>. Brenda suggested this group to be prepared on the material that was sent to them. The handout was distributed to the group.
- *Ombuds position update:* Barb Kalsam reported the application deadline had been extended and they received 16 applications. Their next meeting is Thursday.

**Next Meeting** – Tuesday, April 18th, 1:10 p.m., 3150 Beardshear Hall

**Meeting adjourned** 2:05 pm