



Staff Council Minutes

Overview

Meeting Date:	Thursday, December 17, 2020	Time:	1:00 - 3:00	Location:	Webex
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Meeting Leader:	Carreras, Alexandra	Timekeeper:	Frank Aversa
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Participants:			
Aversa, Frank	<input checked="" type="checkbox"/>	Bracero, Isabel C.	<input checked="" type="checkbox"/>
Clarke, Dominique	<input checked="" type="checkbox"/>	Cotrina, Marisela	<input type="checkbox"/>
Cuzzola, Gabriella M.	<input type="checkbox"/>	Garcia, Julio	<input type="checkbox"/>
Howard, Jasmine E.	<input checked="" type="checkbox"/>	Knight, Meaghan O'Connor	<input type="checkbox"/>
Llado-Wrzos, Michelle L.	<input checked="" type="checkbox"/>	Reyes, Nisha	<input checked="" type="checkbox"/>
Sims, Deborah	<input checked="" type="checkbox"/>	Staromiejska, Ewa K.	<input type="checkbox"/>
Vin, Priyadarshini G.	<input checked="" type="checkbox"/>	Villacis, Jessica	<input type="checkbox"/>
Carreras, Alexandra	<input checked="" type="checkbox"/>	Greenwood Allison K.	<input checked="" type="checkbox"/>
		Herrera, Cecille	<input type="checkbox"/>
		Lawson, Ian	<input type="checkbox"/>
		Screen-Reddick, Noelle	<input checked="" type="checkbox"/>
		Stickna, Philip G.	<input type="checkbox"/>

Meeting Purpose: Meeting of the University Staff Council

Preparation: Review any Staff Council related documents e-mailed prior. Bring copies to the meeting.

Time	Agenda Item(s)	Process/Responsible Parties																																																								
12:50 p.m.	Webex start	Aversa, Frank																																																								
1:00 p.m.	Meeting Start	Carreras, Alexandra																																																								
1:15 p.m.	Committee Review																																																									
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Committee</th> <th style="width: 10%;">Meets</th> <th style="width: 25%;">Contact</th> <th style="width: 40%;">Representative</th> </tr> </thead> <tbody> <tr> <td>Campus Life</td> <td></td> <td>Shakera Rodgers</td> <td>Cotrina, Marisela</td> </tr> <tr> <td>Facilities</td> <td></td> <td>Andrew Christ</td> <td>Garcia, Julio</td> </tr> <tr> <td>Human Resources</td> <td></td> <td>TBD</td> <td>Clarke, Dominique</td> </tr> <tr> <td></td> <td></td> <td></td> <td>Reyes, Nisha Bracero, Isabel Priya Vin</td> </tr> <tr> <td>Info Systems & Communications</td> <td></td> <td>Priscilla Milne</td> <td>O'Connor-Knight, Meaghan</td> </tr> <tr> <td>Finance</td> <td></td> <td>Cara Bartolomeo</td> <td>Stickna, Phil</td> </tr> <tr> <td>Faculty Senate</td> <td></td> <td>Liz DiBlasio</td> <td>O'Connor-Knight, Meaghan</td> </tr> <tr> <td>Strategic Planning Steering</td> <td></td> <td></td> <td>Sims, Deborah</td> </tr> <tr> <td>University Senate</td> <td></td> <td>Peggy Kenrick</td> <td>Cox, Allison K.</td> </tr> <tr> <td></td> <td></td> <td></td> <td>Carreras, Alexandra</td> </tr> <tr> <td>Staff Council Election Committee</td> <td></td> <td></td> <td>Screen-Reddick, Noelle Jasmine E. Howard Cecille Herrera</td> </tr> <tr style="background-color: yellow;"> <td></td> <td></td> <td></td> <td>VACANT</td> </tr> <tr> <td>Pandemic Recovery Advisory</td> <td></td> <td></td> <td>University Senate Members</td> </tr> </tbody> </table>	Committee	Meets	Contact	Representative	Campus Life		Shakera Rodgers	Cotrina, Marisela	Facilities		Andrew Christ	Garcia, Julio	Human Resources		TBD	Clarke, Dominique				Reyes, Nisha Bracero, Isabel Priya Vin	Info Systems & Communications		Priscilla Milne	O'Connor-Knight, Meaghan	Finance		Cara Bartolomeo	Stickna, Phil	Faculty Senate		Liz DiBlasio	O'Connor-Knight, Meaghan	Strategic Planning Steering			Sims, Deborah	University Senate		Peggy Kenrick	Cox, Allison K.				Carreras, Alexandra	Staff Council Election Committee			Screen-Reddick, Noelle Jasmine E. Howard Cecille Herrera				VACANT	Pandemic Recovery Advisory			University Senate Members	
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2:00 p.m.	Open Action Items	Carreras, Alexandra																																																								
2:10 p.m.	New Action Items	Carreras, Alexandra																																																								
2:30 p.m.	Review of Action Items	Aversa, Frank																																																								
3:00 p.m.	Meeting Adjourns	Carreras, Alexandra																																																								

Campus Life	No information
Facilities	No information
Human Resources	Did not meet
Info Systems & Communications	Did not Meet
Finance	No information
Faculty Senate	No information

Strategic Planning Debora Sims (from Notes
 Ed Bisshoff - Board Approved the FY 21 Budget
 \$11.7 Mil less than last year, Fall Student Enrolment down 331, Spring Enrolment down 542. Ras Hall at 67%
 \$19 mil expected from Cars Act
 This is a balanced budget but a significant reduction in Tuition/Feed SP 2021
 Salaries/Wages up \$1.6 Mil. Positions on campus remain vacant, (\$1.9 Mil).
 Departments have directive to reduce cash balance.
 \$ Mil decrease to 119 mil of cash in bank due to state appropriations.
 Endowment is growing 146,6 mil Up \$20 Mil due to market, but will have fluctuations
 FY 2022 planning has begun, governor will announce FY22 budget in February
 - How to balance state budget /w loans
 - Higher cost of Stem Education NJIT Was 2/3rd now we are ranked 7th in the state,
 Need to promote inclusion. in state student, staff, faculty. Promote sustainability, Learning coal and core values
 Recognition regarding the campus carbon foot print (NJIT Green)
 NJIT 2025 - Consistent with guiding principles, Response to challenges of recovery.
 Investment in Sustainability
 Michelle Llado - DEI
 Climate campus Working Group Sp22
 Dev. Survey & implementations (entire population)

University Senate Did not meet

Election Committee

Pandemic Recovery Advisory No new information



New Topic

Status	Action to be Taken	Responsible	Due Date
OPEN 202005	<p>Will the WEC & Honors gyms reopen for the Fall? There are talks on other areas not normally used for class to hold classes. This may possibly affect the gyms.</p> <p>Update 9/17/2020 - Open for athlete not open to public. Fitness Center Open to students with reservations. Basketball and some tennis courts closed used for classes. Are there any services open for staff? Ask about gym at HR Meeting.?</p> <p>Update 10/15/2020: WEC is open for 25% process to request, only students. Are Staff Members allowed to added. HR committee will ask at next meeting</p>	HR Committee	
	Update: 11/19/2020: Bring up at HR Committee		
	Update: 2020-12-17: No update		
OPEN 202005	<p>Concerns about the feeling on campus upon return after passing away of employees. Will there be a memorial service for all?</p> <p>Update 9/17/2020 - Meeting for HR at end of month to discuss</p> <p>Update 10/15/2020: Dr. Bloom has asked for a Moment of Silence before meetings and there are announcements going out. To be brought up with HR. Consistency request, By department and by requests.</p>		
	Update: 11/19/2020: Not bringing new people on campus soon		
	Update: 2020-12-17: No update		
OPEN	<p>Parking Issues - Is there a way to give public transportation an incentive for employees. Perhaps a state employee discount with NJ Transit? - Update: Have to figure cost of University vs how many employees are interested. Wait for new HR VP.</p> <p>Update 10/15/2020: Parkign will be charged as normal. Issues about street parking, \$25 per day.</p> <p>Update 9/17/2020 - No Updates address or HR Meeting</p>	Human Resources	
	Update: 11/19/2020: Bring up at HR Committee		
	Update: 2020-12-17: No update		
OPEN on hold to phase 3	<p>Hard to make left turns from New St to MLK by the Fenster Deck, and also from New St to Lock St near STPG. Can Public Safety direct traffic in these areas? - Per DC Kevin Kesselman an officer will be posted on New St & MLK as well as New St & Wilsey from 4:30pm to 5:30pm Monday-Friday, unless something comes up as Public Safety is short staffed and they need to maintain safety on campus. An officer will also remain at the Lock St/New St crossing.</p> <p>Update: This has been done, but making the turns is still difficult. Ian Lawson will bring this to Public Safety Lt's attention.</p> <p>Update 9/17/2020 - Traffic is low, keep open for phase 3 when more people on campus and rediscuss.</p>	Public Safety	
	Update 10/15/2020: SAME		
	Update: 11/19/2020: SAME		
OPEN	<p>The campus was very icy on 12/19/19 and left unsalted in several areas. Update: Salting/cleaning of the area across Central Ave by Lot 12 is done by the City of Newark, not NJIT Facilities Services. However, the entrance ways to GTC on Central Ave were also very icy as well, and not addressed until late in the day.</p> <p>Update 9/27/2020 - Will readdress when the weather gets colder</p> <p>Update 10/15/2020: Waiting for icy snowy weather</p>	Facilities	
	Update: 11/19/2020: Waiting for cold weather.		

OPEN	<p>How close is NJIT to being a smoke free campus? Update: We are not close at all to achieving this. There are a lot of moving pieces to this. In fact it is hard for state run colleges/universities in NJ to achieve this (even though Essex CC is smoke free). We have unions and HR to consider in this process as well. Dean Boger is actively looking for alternative ideas on this topic.</p> <p>Update 9/17/2020 - Not a smoke free campus, is less of a priority in Covid times, will bring back up with Campus Life</p> <p>Update 10/15/2020: Campus Life Next Meeting</p> <p>Update: 11/19/2020: Address when we are back to campus.</p>	Campus Life	
	Update: 2020-12-17: No update		
OPEN (EXTENDED)	<p>Can Staff Council members serve on the Presidential Search Committee? - Nisha emailed Fadi. Gabby emailed Peggy and was told there is no Presidential Search at this time. Keep open until we get more info.</p> <p>Update 9/17/2020 - Keep open for additional information</p> <p>Update 10/15/2020: Final Year is 2022. Research search committee who are members. Nothing about membership.</p> <p>Update: 11/19/2020: Will Bring up at meetings.</p>		
	Update: 2020-12-17: No update	HR	
Closed 10/15/2020	<p>A couple of retirees have mentioned that they've lost access to Pipeline. That means they've lost their ability to get the electronic delivery of pay stubs and W2's for tax purposes. In one case, an Alumnus who recently retired was completely disabled preventing access to the email for life for Alumni. The issue is related to progress with the Identity Management Project in IST. Certain specific roles have either not been defined or not rolled out yet (like Retiree+Alum). Also, both retirees commented that they would have appreciated some sort of exit interview where items like this were covered. Can an offboarding process be made standard? Update: Pipeline access is connected to active job assignments. No exit interviews are required. Wait for new HR VP.</p> <p>Update 9/27/2020 - No updates to access, brought to information systems my have been related to not claiming ID, is it IT, or status in HR.</p> <p>Update 10/15/2020: It has been Fixed Mostly people ignored claiming accounts. Meegan motioned, Allison 2nd- Closed</p>	HR Committee/Info Systems Committee	
Closed 9/27/2020	<p>The Council would like to see the creation of a bank where we can donate sick time.</p> <ul style="list-style-type: none"> * Lauren Rubitz said this is in progress. * Still being worked on. Policy needs to be approved by unions; Staci/Nisha will follow up * Negotiating has started with unions. <p>There is a new NJ Earned Sick Leave Law that will be in effect soon. As the university discusses any changes that will need to be made regarding the law, we will not be moving forward with the donated sick leave policy at this time.</p> <p>Not sure how the law relates to the sick bank.</p> <p>Need more info.</p> <p>Keep open until the new law is reviewed by HR -Update: Lauren Rubitz spoke on this. Sick bank still needs to be reviewed at next Staff Council meeting.</p> <p>Update 9/17/2020 - Linked to sta law, basically told no. Motion to CLose Item, Dominique 1st, Julio 2nd Item Closed</p>	HR Committee	