

**Faculty Senate Meeting  
March 20<sup>th</sup>, 2019  
President's Board Room, 14<sup>th</sup> Floor, Saratoga Building**

**MINUTES**

**In attendance:**

Dr. Michael Woolley (President), Dr. Joshua Abzug (Vice President), Ms. Oksana Mishler (Secretary),

Dr. Susan Antol, Dr. Everly Brown, Dr. Karen Clark, Dr. Koka Madhurima, Dr. Sarah Michel, Dr. Linda Murray, Dr. Isabelita Rambob, Dr. Fadia Shaya, Dr. Fengtian Xue, Dr. Rania Younis

**Guests:** Dr. Bruce Jarrell (Executive Vice President and Provost), Dr. Rodger Ward, Ms. Kristy Novak (Staff Senate), Mr. Matthew Lasecki (HR)

**Administrative Support:** Ms. Tyra Thompson

12:00pm: Call to Order – Dr. Michael Woolley (President)

1. Welcome and Approval of January minutes

- Minutes approved

2. Announcements

- Campus Climate and Safety survey
- Christy Novek (Staff Senate)

3. Faculty Senate Elections: Oksana Mishler (Secretary)

Seeking nominations:

- School of Law: 1
- School of Medicine: 7
- School of Nursing: 2
- School of Pharmacy: 2
- School of Social Work: 1

4. Update: School-Level Vote for Constitutional Amendment

- School of Dentistry: 2
- School of Law: projected to vote early April at the Faculty Council

- School of Medicine: projected to vote late March
- School of Nursing: 2
- School of Pharmacy: needs some clarification and will try to vote in April
- School of Social Work: 2

Total: 6 votes

To pass: 9 votes

#### 5. Legislative Session and Budget: Provost Bruce Jarrell, MD

- Legislators are still in session
- 3% COLA as scheduled in July, 2019
- UM System: \$6 million cut

#### 6. Policy on Consensual Relationships: SVP Roger Ward, EdD, JD

- Not intended to prohibit all consensual relationships at workplace
- Aimed at superior/subordinate relationships
- Spousal relationships are covered under nepotism policy
- First policy in MD system
- Doesn't cover hospitals
- Draft 2 (close to final) will be shared with Faculty, Staff and Student Senate mid-April

#### 7. Human Resources Work Group: Guest Speaker, AVP Matthew Lasecki, SPHR

HR strategic plan (2017 – 2021):

- Provide consistent operational work (efficiently and effectively)
- Provide services to support the core mission
- Lead the development and execution

Every year: annual operating plan (towards the long-term goals)

- 2019 Climate Engagement Survey: about 50% participation (up from 38% in 2016)
- Assess employee 1<sup>st</sup> year experience
- Update HR website
- Provide consistent services across the campus
  - Employees will go through their school's HR for every question
- Introduce new HR model: specifically defined roles and responsibilities
- Potential HR call service line (triage incoming questions) – indefinite future
- Needed change: level of approval system
- Career development – new!
- HR goal: move from policy interpretation to a solution oriented process
- New HR system is projected to launch in the next 3-5 yrs

**Spring 2019 Faculty Senate Plans:**

- Communication WG and Campus Safety and Environment WG – April 17
- Employee Benefits WG – May 15
- Faculty Senate Open Forum May 14<sup>th</sup>, 4:00 – 6:00 p.m., SSW Auditorium
- Final Senate 2018-2019 Wrap-up Meeting – June 12<sup>th</sup>

1:00pm: Adjourned

Respectfully submitted,  
Ms. Oksana Mishler, Faculty Senate Secretary