

CPAC Monthly Meeting
Microsoft Teams | 3:00pm-4:30pm | March 22, 2021

CPAC Attendees: Anne Bruno, Jeanette Carson, William Casterlow, Carly Debord, Greg Dieringer, Ali Doehring, Brittany Ferguson-Mike, Kristin Foy Samson, Dorothy Gruich, Courtney Johnson-Benson, Stephanie Kiba, Joe Minocchi, Cora Moretta, Abbey Shiban, Chris Stimler

Excused: Will Cole and Laura Conley

Absent:

- 1. Open Meeting:**
 - a. Stephanie Kiba, Secretary of CPAC, opened the meeting at 3:05pm
- 2. Approval of the Agenda**
 - a. (Motion) Anne Bruno, (Second) Jeanette Carson; no opposed.
- 3. Approval of the Minutes**
 - a. (Motion) Courtney Johnson-Benson, (Second) Cora Moretta; no opposed.
- 4. Financial Report**
 - a. Our Supplies and Services Account currently has \$3390.33
- 5. UC Committee Assignments:**
 - a. **Budget and Finance:** No updates.
 - b. **Communication:** No updates; the committee was not scheduled to meet this month.
 - c. **Institutional Advancement:** No updates.
 - d. **Information Technology:** The committee is trying to find a way to offer the Adobe Suite to students at a cheaper rate. The next committee will be in May.
 - e. **Physical Environment:** Departments located in Ayer and Crouse Hall will move during Spring Break to Central Hower. Demo will start in the summer. The committee inquired about the hours of operation for the libraries in response to student reports. The Science and Technology Lab is currently closed; more funding is needed to reopen the library. Library constraints are based on budget cuts.
 - f. **Recreation and Wellness:** No updates; the committee is scheduled to meet Friday.
 - g. **Student Engagement and Student Success:** No updates; the committee has not met since February.
 - h. **Talent and Development:** No update.
 - i. **Childcare Working Group:** No update.
 - j. **UC Executive:** Sent a memo to Human Resources regarding the number of Contract Professionals and staff who will lose vacation hours on June 30th. It was sent 3 weeks ago and asked for a report by March 30th. Moving forward the Budget and Finance Committee will report to UC more frequently (on a quarterly basis).
- 6. New Business:**
 - a. **Professional Development**

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- i. Planning two events this month
 1. Will sent an email to the listserv for Contract Professionals last week.
 2. Ali will be submitting a write-up to Email Digest to advertise the events as well.
 - ii. Heart to Heart will be hosting an event in April
 - iii. Social Event-- Britney Ferguson-Mike is working on planning a social event for contract professionals.
 - iv. Financial Wellness – Abbey Shiban is coordinating a Financial Wellness training.
 - v. Carly Debord will update the survey link to include the events to send out.
- b. Meeting with President Miller**
- i. Questions for Meeting:
 1. **University**
 - a. With the ongoing strategic planning and reorganization process, will the University Administration consider reviewing our institutional mission?
 - b. Where do you see the university in 2 years? What are your top priorities?
 - c. How do we create/promote cultural change?
 2. **Diversity/Inclusion/Equity/Community**
 - a. What are some of your goals pertaining to diversity and inclusion with *student and employee* recruitment and retention?
 - b. Moving forward, how will University Leadership support an inclusive work environment?
 - i. Training? Professional Development? Hiring practices?
 - c. What plans do you have to engage the Akron community and beyond to move UA forward as a place for opportunity, inclusion, and cultural change?
 3. **Pandemic/COVID-19**
 - a. What do you think went well during pandemic? What can we improve upon?
 - b. Is there a firm date for staff to return to campus?
 - c. Will there be equity in policy or flexibility with working from home?
 4. **Student Support**
 - a. With the changes to the admission criteria, how will we assist and retain students needing more academic support and intervention?

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- b. What are some of your long-term goals as they pertain to student success at UA?

c. Meeting with Human Resources

i. Questions for meeting:

1. Broad Concerns

- a. Where are we at with market analysis for pay compared to other state schools?
- b. What is the plan to retain employees when many other institutions have better benefits packages?
- c. How can we recruit strong employees?

2. Employee Bargaining Units versus Non-Bargaining

- a. How will the administration/HR ensure that the raises will be equitable?
- b. Contract professionals saw a very steep increase in the cost of their health insurance in the middle of a global pandemic when many families already had reductions in pay and/or lost employment, what is Human Resources doing to lower the cost of insurance for all employees and specifically contract professionals?
- c. Bid process?

3. Diversity/Inclusion

- a. Given the current community concerns, will Human Resources consider mandatory diversity and inclusion training?
 - i. Develop ongoing training?
- b. Hiring processes can be time consuming and in a competitive job market, how can we speed up hiring practices to lock in minority candidates?
- c. How do we plan to recruit and retain employees of color?

4. Benefits

- a. With the current cap on vacation carryover many contract professionals lose days and/or weeks of vacation. Will Human Resources consider reevaluating the carry over policy?
- b. Can we carry over more hours?
- c. Will HR consider a cost-of-living adjustment?

7. Adjournment from CPAC

- a. Stephanie Kiba, Secretary of CPAC, adjourned the meeting at 4:25pm: (Motion) Dorothy Gruich, (Second) Jeanette Carson no opposed.

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