



Members in attendance: April Blood, Matthew Dowd, Kathee Evans, Max Fightmaster, Marjorie Hartleben, Nancy Lupi, LeJeune March, Steve Patton, Joe Shannon, Peggy Walchalk, Katy Yinger, and Nathan Yost

Meeting held via Microsoft Teams

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12:35 p.m. Call to Order – Matthew Dowd

Approval of June 30, 2022, Agenda –First) Joe Shannon; Second) Kathee Evans

Approval of May 19, 2022, Minutes –First) Nancy Lupi; Second) Katy Yinger

I. Review of Meeting with President Miller and Board Chair, Joe Gingo – create an action plan

Members reviewed the first three areas of discussion from the May 19th meeting with President Miller and Mr. Gingo. Ideas and feedback were provided on ways to improve attendance at the annual Service Awards; CPAC/SEAC Celebration Week, and campus morale.

Feedback: Meeting with President and BOT Member

- It's always good to have a voice with the President and BOT member(s).
- It's a sign of good leadership for administration to show involvement, it's good for morale.
- Is Mr. Gingo interested in meeting/shadowing with staff? Maybe at some point there could be shadowing or interaction with a staff member's daily routine(s).

Feedback: CPAC/SEAC Celebration Week

- There was good attendance and support from CPAC at the events.
- The timing didn't work out for a number of SEAC members as many people had vacation scheduled that they would have lost if not taken by the end of fiscal year; many people can't return to campus once they leave and if they live a distance away the cost of gas played a factor; and COVID remains a factor).
- It was hard to include Wayne campus in events.
- Not all of the events appealed to everyone, but there was a nice variety.

Suggestions for future programming

- Family oriented events such as a picnic at the Akron Zoo, Wingfoot State Park or on campus, something on a smaller scale.
- Host a tailgate or table during Homecoming weekend.
- Consider the timeframe for events, perhaps different programs during the semesters.
- Bring in alumni and retirees.
- Create a golf league or softball game (students/faculty vs. staff).
- Plan ahead by including the President's Office. This could help encourage attendance and perhaps financial support.
- Consider ways to include Wayne campus.
- Perhaps partner or coordinate events with Downtown Akron programming.

Suggestions to help with Service Awards/Staff Appreciation and employee morale

- Continue Ziptastic Awards and include winners in programming.
- Create a better holistic approach when including administration/leadership.
- Bring back things that did work with the service awards such as Deans and supervisors being present to recognize employee(s), pictures with Zippy and the President, provide unique gifts, re-establish the old

connection and interaction with all.

- Incorporate small gifts that may not cost much yet are meaningful, such as a free meal at Rob's, a reserved parking spot, discount or free membership to the Recreation and Wellness Center, throw a first pitch, be an honoree at a game or Esports, driving an Engineering race car, a ride on the blimp, or being Zippy for a day.
- Provide special recognition to employees reaching a milestone year perhaps by purchasing a brick on UA's main path, becoming "Forever a Zip", being interviewed on a podcast, and/or create a unique Don Drumm item to share.

Next steps – Steve Patton will share the ideas with the UC Communications Committee. Peggy will create a survey to gather feedback on these topics and suggestions. The idea will be to determine which ideas are most achievable and fastest for us to establish.

II. SEAC Roster and Roles

Nathan announced that he will need to step down from his role as Vice Chair. Matthew and the members thanked Nathan for all his efforts and continued support in this role. Matthew asked members to consider who they might recommend for the Vice Chair role. In the meantime, Matthew suggested that he, Kathee, Michele and Peggy meet soon to discuss the officer roles, current vacancies, and the nomination process that will be coming up. Peggy will schedule the meeting.

III. Other Items

- The SEAC website needs updated, plus there was no mention of the CPAC/SEAC celebration week noted on the site.
- The audit and compensation study should be wrapped up by the end of this calendar year.

Meeting adjourned 2 pm – First) Steve Patton; Second) Joe Shannon

Respectfully submitted,
Peggy Walchalk
Co-Secretary, SEAC