



President's Report

The November meeting included a presentation from Human Resources on the new Parental Leave Policy and a very positive and informative report was given by our HR liaison, Patti Tetreault.

The business segment of the meeting had a record number of motions passed and concluded in record time, 91 minutes, largely due to the dedication and hard work done during the months preceding the meeting. After the meeting ended and I walked back to my office in Smurfit Hall, I was truly happy and grateful for the impressive work and sense of community that was felt during this meeting. We finished on time and completed the agenda! This was a welcome contrast to the September meeting. That meeting was in session for 105 minutes and we did not get past the liaison report, item 8 of 25!

Although very long, the September meeting did evoke conversations between over 30 staff senate members plus Patti Tetreault, HR, on important topics that needed to be discussed. Participation in the discussions was close to 100%. Following the pandemic and so many virtual meetings, the staff senators needed to have their voices heard regarding these important topics.

Some of the avenues the discussions took were uncomfortable, and I, as Staff Senate President, did not want to halt the meeting for time's sake. Being uncomfortable is usually when a group does their best work. The challenges of the discussions showed the care that our staff members have for our University.

I was disappointed on my return walk following the September meeting. I felt I really didn't do a good job presiding over the meeting. However, in retrospect, the September meeting is now probably the meeting I am most impressed with and grateful to have presided over. The sincere, honest, and caring discussions at this meeting showed the character of our Staff Senate membership. It exuded team work; something you cannot put on an agenda.

The Staff Senate is grateful to Fr. Marina for the extra days off to spend with family and friends and for the many other blessings conveyed in his recent letter to the campus. It has been said many times that happiness can only be obtained by recognizing and being thankful/grateful for the blessings we receive each and every day. I hope everyone recognizes their blessings and practices thanksgiving throughout the year. Thank you to the members of the Staff Senate for sharing their time and talents so freely. Happy holidays to our campus community from the Staff Senate.

Mark Murphy
Staff Senate President



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Event Spotlight: Staff Senate Christmas Luncheon

The Staff Development committee planned the annual Staff Senate Christmas Luncheon on Wednesday, December 14 in the McIlhenny Ballroom. This year, to accommodate as many staff members as possible, the committee arranged for two seatings at 11:00 AM and 1:00 PM. The event was well received by the staff with well over 350 registrations.



This year, as part of the event, the Staff Development committee is collecting items to donate to the Community Intervention Center, including packaged socks, underwear, and small toiletry items. The committee also organized basket raffles and a 50/50 raffle, with proceeds being donated to the Scranton Alliance for Equity (SAFE) student organization.

Basket Raffle Winners

Carmella's Italian Basket - Maryellen Burns
Hot Chocolate delights - Jesse Hughes
Scentsy Basket - Kelly Cook
Ice Cream Social - Cathy Murphy
Admissions Swag Bag - Angel Bladt
Let's Go Nuts - Bill Hurst
Advancement Scranton Swag Bag - Cindy Tokash
Toast to Christmas - Mary Wagner
Charcuterie & Wine - Melisa Gallo
Cat Lover Basket - Pat Savitz
Italian treat basket - Maryellen Burns
HR Swag bag - Jessica Brennan
Gardening basket - Deniya Thompson
Italian Pasta basket - Hunter Oakey
Gerrity's card - Pam Gavin
Holiday Helper gift cards - Antonelle Kern
Nut Cracker - Meghan Nowalkowski
Facilities Swag Bag - John Taber
Lottery plant - Janice Meacadon



From the Office of Human Resources...

This fall, the University has implemented a number of initiatives to recognize and reward staff and provide some relief to economic pressures and work-life balance concerns.

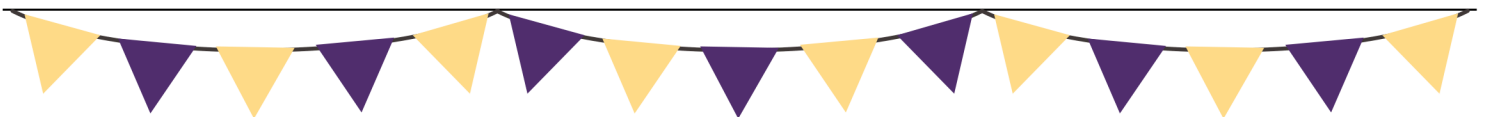
Per the President's Cabinet approval, HR implemented a 4% salary increase for staff in late September. In addition, a number of staff positions have been reviewed for salary/grade changes due to expanded responsibilities. We closely monitor and manage the cost of our employee benefit programs, particularly the health plan and have continued to offer a comprehensive benefits package that provides employees and their dependents accessibility to coverage through low in-network out-of-pocket costs at the time of care. Effective January 1, 2023, the vision coverage will be enhanced to include annual exam and lens benefits.

From a work-life perspective, the University continues to offer an Alternate Work Schedule policy to provide for temporary flexibility for staff. HR looks forward to working with the Staff Senate ad hoc committee, which is in the process of researching and drafting language for a potential hybrid remote work policy. As an on-campus presence and support for the student experience are priorities for the University, consideration of a hybrid remote work arrangement requires a great deal of thought and care.

In support of staff and their families, Father Marina recently announced a two-week parental leave benefit to support staff who have welcomed a new child due to birth, adoption or guardianship. Also, two additional holidays were provided to staff, so they can enjoy more time with their families at the 2022 Thanksgiving and Christmas holidays.

During the Fall, HR participated in several community recruitment events to connect with the local and regional community to expand outreach for open positions at the University. In November, HR announced upcoming enhancements to the University Retirement Plans including an updated investment platform, lower participant fees through vendor consolidation and a personal investment advice service effective June 1, 2023. No action is required by staff at this time and further information will be provided beginning in February 2023.

As we wind down the calendar year with open enrollment, leave rollover activity and the annual retirement plan audit, we'd like to wish you all a joyous holiday season!



The Meg Cullen-Brown Magis Award - 2022 Award Winners

- January - Janine Freeman
- February - Joseph Beadle
- March - Michael Ridder
- April - Dylan Popien
- May - Jacob Harris
- June - Ericka Lavelle
- July - Chris Krall
- August - Peggy Doolittle
- September - David Zwanch
- October - Jimmy Piazza
- November - Karl Johns
- December - Lori Moran

Congratulations to all our winners! Each winner received a certificate for \$50 worth of complimentary food at our fabulous University food service outlets and a reserved parking space for their award month in the Parking Pavilion.

Staff Senator Spotlights

Learn more about some of the people behind the work of the Staff Senate! Interested in joining Staff Senate? Keep an eye out for election information in Spring 2023!



Our first Senator Spotlight features Traci Vennie. Traci serves the University as the Assistant Registrar, Degree Compliance. When asked why she ran for Senate she shared, "I decided to run for Staff Senate with the desire to help make positive changes for the staff at the University of Scranton." Traci is a dependable Senator and a joy to have around!

Say hello to University Custodian Grismeiris DeJesus! We asked Grismeiris what her favorite thing about working at The University of Scranton, she responded, "How everyone is a family and help no matter on what area you are." We are thrilled to have Grismeiris on Staff Senate!



Introducing Staff Senate Vice-President Kristi Klien! She is the Coordinator for PCPS Academic Affairs. Kristi holds leadership roles in several Staff Senate Committees. When reflecting on why she ran for Staff Senate she shared, "When I initially ran for Senate, even though I worked at The University for nearly 10 years, I didn't know a lot of people on campus. I thought being a senator would help me meet folks from all over campus, and boy, was I right!"

Staff Senate Roundtables Recap

Clerical Roundtable: November 10, 2022

The Clerical Roundtable was attended by twenty clerical staff members and topics covered included an update on timecards, opportunities for professional growth, and clarification on working remotely, as well as the alternative work schedule. Human Resources shared updates related to the additional Thanksgiving and Christmas staff holidays, the new parental leave policy, and enhancements coming to the retirement plan. Human Resources also answered questions related to the staff healthcare contribution as well as compensation.

Para/Professional Roundtable: December 5, 2022

The Para/Professional Roundtable was attended by thirty-eight para/professional staff members and topics covered included responses to questions regarding campus parking, IT related updates, and a review of the different Senates on campus (staff, faculty, and student), all falling under the University Governance Council. Human Resources shared responses to questions regarding vacation rollover, time reporting, the new parental leave policy, compensation, and updates on working remotely as well as clarification on the alternate work schedule.

Minutes from all Roundtables can be found on scranton.edu/staffsenate

Staff Senate Standing Committee Reports

Communications	The Communications committee has been working on the planning of the Communication Symposium, scheduled for Thursday, January 12, 2023. The committee has been also updating the Staff Senate website and recently launched a Staff Senate group on Yammer.
Elections & Membership	The Elections & Membership committee has been busy filling open positions on various committees. Mark Murphy is representing staff on the Provost Search Committee. Tyler Bauer joined the Council for Diversity and Inclusion. Melisa Gallo is now part of the Committee on Gender Equity.
Finance	The Finance committee has been monitoring the spending of the Staff Senate, including approving catering for the Clerical and Para/Professional Roundtables that were held in the Fall 2022 semester.
Social Events & Community Building	The Staff Development committee has been working on the planning for the annual Staff Senate Christmas Luncheon on Wednesday, December 14, including planning for two seatings and arranging the donations for the event.
Staff Development	The Staff Development committee organized the "What's a Yammer" event on Friday, October 7, worked toward adding information regarding the Staff Senate to be included in the Staff Handbook and are planning an event for January 5, 2023 focused on Wellness, Resiliency, and Burnout Prevention.
Staff Recognition & Excellence Awards	The Staff Recognition & Excellence Awards committee launched a new electronic ballot system for the Meg Cullen Brown Award, distributed certificates to the 2022 winners, and began assisting in the planning of the annual Sursum Corda Awards.

Staff Senators 2022-2023

Professional & Paraprofessional	Clerical	Maintenance, Trades, Technical & Public Safety
Newly Elected (2022-2024)		
Shawn Beistline Lucia Grissinger Meg Hambrose Jonathan Kirby Bernard Krzan Meghan Nowakowski Traci Vennie	Peggy Doolittle Melissa Eckenrode Kym Fetsko Amy Black	Brenda Amato Pete Sakowski
Returning (2022-2023)		
Lynn Andres Gerianne Barber Kelly Cook Rose Ann Jubinski Mark Murphy Michael Ritterbeck Donna Simpson	Kristi Klien Pauline Palko	Grismeir De Jesus Bertha Ludwikowski Jerry Peck Daniela Teneva Joseph Wright
Alternates (2022-2023)		
Ericka Lavelle Patricia Savitts Janet Schieber	Cheryl Evans Andrea Malia	

Staff Senate Officers
President: Mark Murphy
Vice President: Kristi Klien
Secretary: Rose Ann Jubinski
Parliamentarian: Pauline Palko



Communications Symposium

Thursday, January 12 • 12:00 PM
Pearn Auditorium (Brennan Hall 228)

Topics: Campus-wide plan for Diversity, Equity and Inclusion (DEI) and Campus Sustainability

Elizabeth Garcia, Esq., Special Assistant to the President, Executive Director for the Office of Equity and Diversity
Kate Yerkes, Assistant Provost for Planning and Institutional Effectiveness
Mark Murphy, Director of Sustainability and Energy Management

Liz Garcia and Kate Yerkes will review the core themes of the new campus-wide plan for Diversity, Equity, and Inclusion (DEI), some efforts already underway, the role of the Council for Diversity and Inclusion and others on campus, and share how the campus can get involved. They will also show where to access plan-related resources, progress updates, and how you can share information about your own DEI efforts.

Campus Sustainability is a team effort that includes all members of our campus and the local community. Please join us to learn how our campus teaches our students and the world how to Care for our Common Home using many campus sustainable practices and activities.

Please RSVP by January 3, 2023: [Registration Link](#)