



Exempt Employee Association

March 10, 2023

1. Take roll, approve minutes & agenda

- a. Col'Lette Gauvin, Wendy Holden, Brenda Mofford, Patrick Coffey, Amber Hoefler, Ian Miller, Mal Stewman, Rhonda Schmidt, Rose Spodobalski-Brower
- b. Amber moved to approve the February 10, 2023 minutes; Pat seconded the motion. The minutes were unanimously approved.
- c. Amber moved to approve the agenda for today's meeting; Pat seconded the motion. The agenda was unanimously approved.

2. Old Business

- a. Action Items from last meeting:
 - i. Update website with agendas, minutes, survey data and committee information
 - i. Della confirmed this was completed
 - ii. Get Brenda and Mal's photos
 - i. Still needs to be completed and updated on website
 - iii. Create a Microsoft or Qualtrics form for folks to use if they'd like to sign up to participate on a committee
 - i. Col'Lette created and sent a preview to the Executive Committee
 - ii. Form looks good – will send out to exempt employees and then we will review submissions at our next meeting
 - iv. EEAEC members will send an email introduction to the exempt employees they represent (at-large members will not send an email)
 - i. There are a couple of division representatives that still need to send their introduction email
 - v. An email will be drafted to send out to all exempt employees to introduce the EEA Committees and solicit sign-ups to participate
 - i. See item a-iii above
- b. PeopleSoft move to the Cloud: dates changed from 3/9-3/13 to 4/20-4/24

3. New Business

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- b. Exempt employee of the month recognition
 - a. March 29th celebration to recognize those who were awarded Employee of the Month from July-March. The event will be held in Barge 412.
 - b. HR will be taking the lead on recognition moving forward.
 - c. We had five nominations already, and received an additional five after posting in Central Today
 - d. Col'Lette will follow up with Staci re: our conversation to ensure that they have identified someone to take on the recognition efforts, and are able to commit to facilitating recognition events in a timely and consistent manner.
- c. Meeting Time Change
 - a. Col'Lette will send out another Doodle poll to find a day/time where more folks will be consistently available to participate in these meetings.

4. EEA Standing Committees

- a. Code Committee - Wendy
- b. Professional Development, Mentoring, and Networking Committee - Mal
- c. Salary Committee - Pat
- d. Public Relations Committee - Della
- e. Community Involvement Committee - Manuel
- f. Work/Life Committee—Ian & Manuel
 - a. Ian reported that he and Manuel have met a couple times to begin reviewing the data from the wellness survey. They are working to create a one-page summary/PowerPoint of the responses. There were ~200 responses received. They are hoping to be able to interpret the data in a way that gives us a better understanding of barriers that may exist to health and wellness programs and activities for exempt employees, and what additional programs and activities they would like to see available.
 - b. Ian and Manuel would also like to get wellness resources posted on our website such as the local dentists, doctors, gyms, etc.

5. University Committee Reports

- a. Accessibility And Disability Action Planning Team (ADAPT)— Della
- b. Equal Opportunity Committee—Manuel, Wendy
 - a. Switched to weekly meetings, but they haven't had a chance to meet yet. The last issue they had was a discrimination complaint that involved a student with a disability, which led to a conversation about how and what information is being provided to faculty to address disability issues.
- c. Strategic Planning Committee—Jonathon Henderson

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- a. Still waiting to get responses from departments on the current phase before they can take next steps.
- d. Enterprise Facilities—Ian
 - a. Ian provided a link to the web page for this committee that hosts agendas and minutes; they have canceled their last two meetings so he had no new updates.
- e. Ethics— Pat
 - a. They met but Pat was unable to attend due to scheduling conflicts.
- f. Health & Safety—Wendy
 - a. No updates. Pat is still getting emails from them, so he is going to see if he can get Wendy connected so that she can actively participate.
- g. Tuition Waiver—Brenda
 - a. No updates
- h. Library Advisory—Mal
 - a. Col'Lette noted that they've still been sending her all of the documentation and there is only one meeting left, so she is going to go ahead and attend that last meeting for the year. No significant updates to report at this time.
- i. President's Budget Advisory Council (PBAC) —Amber
 - a. No new updates; the next meeting is April 25.
- j. University Policy Advisory Committee (UPAC)— Col'Lette
 - a. UPAC met on Wednesday and reviewed/approved a few policies that were posted in our chat for folks to review as well. Col'Lette noted that if folks do not feel comfortable directly providing feedback to UPAC, she can take those concerns to UPAC on their behalf.
 - b. It was noted that there is a policy related to dining/catering services that will impact a number of areas on campus if it is approved as written. Ian, Amber and Mal are already putting together concerns from their areas to present to UPAC for consideration.

6. Other Committee Reports

- a. VP of Student Engagement & Success Search Committee - Manuel
 - a. Hired!
- b. Gender-Based Violence Prevention – Amber
 - a. They've had two meetings so far; they have been bringing in different speakers to educate themselves on best practices and Title IX
 - b. Subgroups include student prevention, student response, employee prevention, and employee response; Amber participates on the employee response subcommittee. They are currently reviewing laws and policies that relate to

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these issues and will be making recommendations by the end of Spring. Their next meeting is scheduled for April 2023.

- c. Wendy reported that she is on the search committee for the Title IX Director position; they will be bringing candidates to campus soon.

7. Open Comment

8. Other issues, concerns, or announcements?

1. Col'Lette raised a concern about employee retention; she was gone for two months and ~15 people she knows have left CWU during that time.
 1. Mal agreed, noting there are 11 folks that are in "interim" status in his area alone. He voiced concern about the way that folks are being let go, and the psychological well being of folks being negatively impacted.
 2. Wendy also agreed, and noted that another factor is the morale of people who are left.
 3. Amber noted that there seem to be a lot of positions that are being eliminated and the duties are redistributed.
 4. The way by which the campus community are being informed (or not being informed) is leaving gaps in access to resources and also leaving folks feeling unsure about their jobs because no information is provided on why/how folks are being let go. Additionally, there are varying levels of engagement in the folks who are left, and that increasing number of disengaged or partially-engaged employees is not being recognized or addressed.
2. On a side note, Col'Lette reported that last she heard, HR has submitted all of the salary equity listening session results to ELT for consideration and final decisions. She will follow up with Staci on this topic. This issue directly impacts recognition and morale of employees on campus.
3. One attendee raised the question of whether or not there was an RCW or some sort of regulation that prevents Exempt employees from unionizing.
4. It was suggested that we could develop a set of recommendations based on quantified evidence of the impact of the number of folks and which positions have left/been eliminated in the past 24 months. The pay, stability, psychological safety, and many other facets of our employees' lives are impacted by this turnover, and it is not supporting the words of leadership who are promoting shared governance, transparency, diversity and equity, etc. There was conversation about how to begin this conversation and with who.

8. Adjourn Meeting

1. Wendy moved to adjourn the meeting; Amber seconded the motion. The meeting was adjourned at 3:09pm.

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