

# General Membership Meeting

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March 19, 2024 | 2:00 p.m. | Padovano Commons

## MINUTES

- Welcome new EBoard members Karley Berrios and Kerri Castellano. Karley has stepped into the Vice President role and Kerri is a new Member-at-Large.
- Nicole Morgan-Agard:
  - Introduced Arthur Abbott, the new Acting Director of Public Safety
  - There are approximately 85 parking spaces reserved in the Mackin/Bischoff Parking Lot for faculty and staff. These spaces are available on a first come/first served basis. Please be sure to park within the area designated by the signs. If you park in a space outside of the designated area, you will be subject to citation.
- Kudos update from Kerri. We have received 10 Kudos so far and hand delivered these to each staff member! Please consider acknowledging the good work of a fellow colleague by submitting a Kudos on the RSA webpage ([ramapo.edu/rsa](https://ramapo.edu/rsa))
- Joint event with FA and SGA will be on April 24th at 4:30pm in Padovano Commons. An after work “Game Night” is being planned. More info to follow!
- Learned Along the Way
  - Rocky’s Review Registration Workshops - ongoing student drop-in sessions the next two weeks prior to Fall 2024 registration. Dates and times can be found at [ramapo.edu/registrar/](https://ramapo.edu/registrar/)
  - EOF Mentor Advantage Program - If you would like more information about how to be an EOF Mentor, please contact Keivon Hemmings ([khemming@ramapo.edu](mailto:khemming@ramapo.edu))
  - POER has many wellness activities planned for the remainder of the Spring Semester. We encourage staff to attend as many as they can: <https://www.ramapo.edu/poerd/wellness-activities/>
  
- Questions passed on:
  - Question about the solar panels. Please email [rsa@ramapo.edu](mailto:rsa@ramapo.edu) and we can send you the document that was provided to me by Michael Cunningham.
  - Questions about Parking lot A potholes
    - Response from Michael Yankovich:

**Near term:** facilities will be patching the major potholes later this spring after we are clear of any more potential winter weather events and when we can identify a day with good weather and limited activity on campus (i.e., it could be after the semester ends).

**Long term:** Facilities submitted a request for capital funding to repave parking lots across campus.

- There are several critical infrastructure projects that are competing for limited funding.
  - We hope to repave all of our parking lots, but it will likely require an incremental approach over several years.
  - The main parking lot is particularly challenging to address given the existence of the solar panels and the height restrictions which presents challenges for accessibility for the required equipment (i.e., asphalt milling machines).
  - We also want to carefully think through traffic flow and the ideal design of the main parking lot so that we can incorporate any changes in entrances, exits, and access control with a paving project.
- Daycare question. A daycare was explored as part of the master planning process. It was not deemed feasible at this time with current campus infrastructure, but may be a possibility in the future with office moves and building reconstructions.
  - Question about per diem for admissions counselors. An email was sent to the Director of Admissions and POER.
    - This is determined by POER as part of the Travel Reimbursement Policy and is currently under review. We also encourage staff to speak to their supervisor about these concerns.
- President Cindy Jebb - Q & A
    - Will the day after Thanksgiving continue to be a day off without having to charge time?
      - The day after Thanksgiving will be a “Day Off” from this point on. This means the College will be closed and staff will not have to use a vacation day. The day before Thanksgiving will be a full workday.
    - Currently the POER 2024 College Office Hours Calendar indicates 12/24/24 as a work day. Staff would like to be informed in advance, preferably by 11/1, if the College will be closed this day so as to prepare in advance for the holidays?
      - The [HR calendar](#) indicates that Winter Break is 12/25-1/1. Further discussion will be had regarding this. More information will be provided as it is received.
    - The staff appreciated the option to work additional hours between Thanksgiving and Christmas to offset use of vacation hours during the Winter Break. The news of this opportunity was provided quite late, however and impacted the decision making of the staff. Will something similar to this be offered in the future and if so, staff would appreciate advanced notice by early October in order to make necessary arrangements.

- An option similar to the one from last year will be offered to staff once again where a staff member will be able to work additional hours prior to the Winter Break to accumulate hours to be used during the winter break so vacation hours do not need to be used.
- Staff has concerns regarding staff retention. We understand that exit interviews are recommended. What is done with the information gathered in these exit interviews?
  - Exit interviews are offered but are not mandatory. Information is reviewed from these exit interviews and used as needed to move the college forward.