

Staff Council Meeting  
Meeting Minutes 10-6-09

Staff Council Members present: Millie, Terri, Randy, Sara, McKinley, Rebecca, Stephanie, Joseph, Shaleen, Penny, Linda, David, Michelle

Guests: Ava, Jeannie

- Budget committee update
  - Updates from Ava
    - Informed about financial aid and development
    - Looking at parameters of expenses and resources for future
      - Looking for unrestricted funds that the college can use and what we should use it for.
      - In the future meetings they will discuss assignments of calls
      - Looked at financial aid and what it would take to stay even (tuition increases, protect need-based money, looking at front loading of financial aid)
      - Tomorrow discussing parameters and priorities more
- Feedback/follow up from Welcome Back Event
  - Very positive feedback from everyone.
  - Acoustics weren't very good, people liked food, setting, etc
  - Diane sent thank-you e-mail to group
  - Joseph reserved September 24<sup>th</sup> and September 17<sup>th</sup>, we will use 24<sup>th</sup> if school calendar has block 1 starting on Sept 6<sup>th</sup>.
  - Get Diane a gift card as a thank you for her extraordinary efforts- \$50 to Terra Verde
    - All for the gift card
    - Rebecca will arrange gift card
  - We did come in under budget for the event.
    - We will cost the event budget on the website for people to see if they are interested. We want to be transparent with our budget.
- Update on consensual relationship policy and advice from Staff Council on Staff relationships Terri to give an update
  - Corrine contacted to have us look at these two documents. Language is pretty different than the ones presented by Women's concerns committee last year.
  - Women's concerns committee wanted to make sure to have staff council feedback.
  - This will replace the current 3 different policies that exist
  - The consensual relationship policy is new
  - Original document didn't prohibit any relationships. FEC said there should never be a relationship between faculty and students.
  - Over summer, policies were rewritten.
  - Terri was approached to change "students" to "undergraduate students"
  - Tricky part to changing staff/student relationships is that paraprofs are staff. CPC's are also in this category. Temp staff, student employees, etc.
  - What would consequence be? CC would be covered based on this policy if a consensual relationship became a sexual harassment policy. This would determine how legal council would be provided.
    - Other consequences are outlined in the policy as well
  - There are many married, partnered, and ex relationships within our current population. Do we then have to re-work supervisors?

- We should describe what “supervisory roles” are—such as salary reviews, evaluations, tenure review, etc.
  - Voting: All in favor
- The idea of staff/student relationships should be based on power and control—not just about title of “staff”. We would need to define what “power” means.
- Faculty have a perceived “power” over all students, even if not in their class.
- We don’t want to lock relationships into a box and not allow them to happen in a healthy way.
- If the biggest issue is if the college covers them legally—we should just state that.
  - Some disagreed with sending this message alone
- Use wording- “generally prohibits relationships with power imbalance.”
  - “Generally” covers exceptions to the case
  - Voting: All in favor
- First paragraph- change “learning environment” to be learning and working to cover staff too.
- 2<sup>nd</sup> paragraph on the other document needs the same change
  - Voting: both were passed will all in favor
- It is possible that Heather Horton could become a response for all staff and faculty too (as Terri reported that Mike Edmonds had reported).
- Chaplain is also a confidential resource.
- Staff Council believes that legal council should remain as an option for reporting, but not be mandated to report to them.
- Does staff really know about duty to report? How would they respond if another staff or student came to them with a harassment complaint?
- HR is typically always involved on the staff side of these issues
  - Usually through a grievance panel
- 2<sup>nd</sup> page of sexual harassment- why was the word “informal” taken out? Once we figure this out—we can vote of if it should be in the document or not.
- Discussion about how Policy Decisions are made
  - Who determines policies for staff? Why does faculty get to approve policy that affects staff without a vote from staff council? The full faculty was voting on this policy. We should have equal representation from staff and faculty. We should take this to senior staff to discuss.
  - Staff council members don’t understand what is a top down decision, and what is voted.
  - Why is it okay that this document changed so much over the summer? Faculty had great representation on the WCC committee for input, but the staff did not. Nobody responded to Terri when she voiced her concerns about this.
  - We could ask to meet with representatives with the FEC and with the President to discuss how we have a voice. Other colleges have this as a practice, and it works well.
  - We have lots of committees on campus that make policy— it seems that we need a committee to vote on policies that are determined (chairs of FEC, SC, pres Celeste, etc).
  - There have been no movements to bring this to the students either. Students should have a voice since this policy impacts them.
  - Randy (Stiles??) has a policy decision document from Carlton- Joseph will get it and send it to the group.
  - We need to be very careful in how we approach others about making a committee. The last thing we need to do is really frustrate people on campus. We really need to explain what we’re looking for and why we’re looking for it.
  - Randy asked if we need to jump on this right now?—can co-chairs and interested people meet this week to discuss where we should go from here and send out plan to the group.

- We should have global groups to decide college wide policies. Not stop committees to help determine individual dept or faculty policies.
- Internal Auditor Yolanda might be a good person for this committee.
- David brings a good point that these policies were originally being seen by the FEC because it was for the faculty handbook.
- We understand that this policy does impact staff too, but it initially was going to discuss with faculty. We need to look at destination and where we want things to be prior to assuming staff should always be in on making decisions.
- Those that are very interested in going further with this policy and decision making conversation should get together and go forward with meeting with FEC.
  - Linda, Joseph, Shaleen (anyone else available or interested can come too)
- Robert Moore – questions or anything from him
  - Was not put on his calendar. We will reschedule for next month.
- Update from McKinley on campus tours
  - Block break, Oct 22<sup>nd</sup>- CSPA is coming (Bev) is coming to talk about Ghost Stories and a screening of Ghost Stories in the screening room in Corner Stone. Showing a video from a CC student.
  - McKinley was wondering if anyone at CC has connections or interests in ghost stories. If anyone can think of anyone, please send her the information. Will ask on digest as well.
  - Solicit on the digest and work on doing more PR, post on TV's at Worner, create a few flyers
  - Randy will talk to Karen Crews to see if she knows of anyone else.
  - Joseph will get this and other events on the CC Calendar with the Worner desk.
- Leading a sporting event tailgate party
  - Nominated Dave to take the lead on this
- Any Anon feedback to address
  - None, but Randy had a suggestion to say it would be nice to post the agenda on the Staff Council website.
- Any other business