

MINUTES FOR APRIL 27 STAFF COUNCIL MEETING

ATTENDING: Dave Reed, Mark Lee, Randy Nehls, Michelle Swepston, Millie Brence, Joseph Sharman, Linda Petro, Rebecca Harner, Weston Taylor, Jane Blewitt, Kathy Butler, Shaleen Prehm, Annette Megneys, Terri Akse, Kim Peterson, Sara Burst

Welcome new members

Approve minutes, Treasurer's report

- Minutes are posted on the Staff Council website for review
- Treasurers report – Southside event came in well under budget
- New shirts need to be ordered for the new members

Update on Staff Compensation proposal – Chad Schonewill

- Staff Compensation group has been working with HR, however it seems they have lost a lot of momentum
- Discussions were bogged down – the question being what to do with the rest of the money in that was remaining
- Same discussion seems to be coming up at each meeting
- Concerns about this is not the right direction to go
- HR has brought in consultants to help out with the process for the angle of the job classification process – the way in which jobs are graded
- HR has decided to hire the consultant and along with that to redesign the compensation model
- The staff compensation committee will be staying on as a working group
- It is unclear at this time what the process will be with the consultants and what they will bring to the table
- Suggested to create a news blog site for news to be disseminated to campus, however there has not been much movement on this as well
- There has not been much in the way of a timeframe – perhaps in the next fiscal year
- It would be helpful for campus to know what this consulting firm is actually going to be doing, timeframe for their research etc

Discussion on anonymous capability in ETS

- Staff council has an anonymous feedback link on our webpage
- The anonymous feedback being posted on the ETS
- What should be done about these types of postings if anything – brought up by President Celeste
- It appears some of the postings are getting deconstructive
- What would staff council recommend in regards to this
- Communications can control some of this as they maintain the site
- Loosing the anonymous feature on the ETS might strengthen the Staff Council link and be more appropriate
- There might be a need to keep some sort of anonymous feature though for those that do not feel comfortable posting their name
- Perhaps we should give people the option of setting up an account using a pseudonym which is not tied to your name to maybe make the threads easier to discern
- It is accessible to anyone that has a network account
- Perhaps we need to make sure that is it looked down to just active employees, not alums, students, retirees etc
- What measure would be taken if even if with pseudonym accounts get deconstructive in content
- Require that in order to get an account you must have an coloradocollege.edu type of account
- Rank comments as well, thumbs up and thumbs down and it would hide a comment if it has multiple thumbs down markings – eliminating the need for a board moderator who has to make those types of judgment calls
- This would put perhaps a little more weight behind it
- By taking away an anonymous function perhaps that would make it less attractive for Faculty to post about their issues perhaps
- Recommend we do not do away with anonymous postings but go with the pseudonym account
- The ETS gives you the ability to participate in a conversation rather than a one sided conversation such as the anonymous staff council link
- Keep anonymous feedback with pseudo accounts, some kind of rating system and then have a link to the staff council site for posting anonymous

Updates

Ice cream social

- \$500 for a DJ from KRCC
- Joseph suggested the youth symphony as they are going to Australia and they could use the money for their fundraising
- HR is paying for it but Staff Council suggested we could assist
- Would symphony be the right kind of music for the ice cream social
- Its been suggested that we put this on the back burner for now and let HR do what they have planned

Plaques for outgoing members

- \$45 for a nice acrylic plaques
- it should be for all outgoing committee members not just Staff Council
- approximately 15 to 20 outgoing members
- perhaps a \$25 gift certificate would be more appropriate for the volume and a paper award
- Downtown gift card perhaps
- Moved, seconded and voted to present outgoing committee and Staff Council members who have served their full terms with a \$25.00 gift certificate from the Downtown Partnership along with a certificate of appreciation

Committee updates

- Terri has been working on the committee lists, confirming membership, terms

Budget Committee

- We need to select a person to participate in the budget committee process based on submission of our document we submitted
- Joseph would be willing to go to the budget committee meeting
- Randy and Linda will go along with Joseph
- The feedback from it has been positive

Feedback

- Staffing in departments
- The ETS (electronic town square) is a great place for Staff Council members to pay attention to
- Joseph has sent the feedback to Robert Moore and Barbara Wilson asking for one of them to address the questions
- Robert is going to provide a more detailed response later; he didn't think size was a determination when positions were cut

All campus meeting

- Parental leave policy – three to four policies circulating this year
- Someone decided out of the 4 policies to present the policy today
- 2 blocks for faculty mothers
- 6 to 8 weeks for staff mothers
- 1 block for faculty fathers
- 3 weeks for staff fathers
- It's a great leave policy compared to what we have now but it seems like a mistake in how we treat faculty/staff parents
- Jessica Bennett served on the committee that originally worked on this policy and there is great frustration at the discrepancies in the policy
- When they put forward this proposal it was equal across the board
- 6 weeks for natural birth, 8 weeks for c-section
- The compensation is not the issue, it's the child is not receiving the same benefits for bonding with the parents. What makes a staff child differ from a faculty child?
- Also it seems faculty have other benefits such as block breaks, summer, sabbatical, it just seems unfair to not look at the broad scope of things

- The policy is a huge improvement but there is still a lot of work that needs to be done to make this equitable for all parents across the board
- The policy will not be given out today as it is still under legal review
- Why is there a difference? Cost and Faculty leave needs to be in terms of blocks
- Staff Council's job is to address the staff side of the policy. We need to address the fairness of the policy and the differences
- Perhaps HR needs to collect more data on the parental leave policy in order to track
- FMLA is also part of the leave which is 12 weeks of leave unpaid
- You can take vacation time and can run concurrently with FMLA
- This policy was just pulled off the shelf and seems to have been crafted by Dick, Robert and Susan and it appears that this will be the policy going forward unless feedback is taken and changes are made
- There is no good method at the college for making policy
- The only policy making policy is the board – there is a need for change on the campus
- Staff council can show some leadership about needing a change
- How do we want to address the political question here?
- Its going to overwhelm the real discussion here, why put something forward that is going to cause a great upset
- How are we going to talk to staff about this?
- The difference is going to upset a lot of people because of the disparage
- Budget seems to be a big part of the decision in this but what makes the Academics more important than Administrative?
- Robert Moore did state that this was not meant to be an end to the conversation and it is open to discussion and changes
- It seems to be the CC way, but this is where change needs to be made on governance
- If we do not have the money for the policy then we should make it fair for everyone and not offer Staff less than Faculty more
- It is an important movement and perhaps we should use our heads and not our hearts, hold Senior Staff, Dick, Robert and Susan accountable for fixing the disparity
- The policy truly does benefit non-exempt staff whom have to use their accrued vacation and sick leave as it stands currently it is a good change for them
- It should not be an 'us' verses 'them'. We need to be doing what is right for the children involved
- Make a recommendation from Staff Council that we believe that there should be equity between the Faculty and Staff policies
- It would be good to see a time frame put on this policy for improvements to be made in regards to the equity question
- As Staff Council we need to continue to talk about it and continue to ask for improvements to be made, make it a standing agenda item
- No matter if the policy seems fair, there will still be people who will complain. We need to try to keep making improvements as best as we can
- We think this is a good step in the right, the policy is an improvement, its not equal and we will continue to work to get this policy equal to the Faculty policy

Next meeting

- Lunch meeting for further discussion
- After commencement would be best
- 2 meetings over the summer, plus one in May