

*AGENDA – Staff Council Meeting*

*SEPTEMBER 14*

12 members present, and 1 guest

- Approve minutes and treasurer's report
  - Minutes will be sent out after this meeting for feedback and approval at next meeting.
- CCLA presentation
  - Lyrae will come in to next meeting. There were confusions with the dates.
- Committee appointments
  - DRB- Mike Edmonds or John Lauer
    - Replacing Ginger Morgan who will sit on Presidential Search
    - John Lauer has a good idea of what things need to be done campus wide for major constructions on campus. He seems close to the campus decisions.
    - Discussed who is currently on the committee
    - Move to vote for John, seconded.
    - All in favor
  - Compensation Committee
    - Carlos has stepped off the committee
    - Jay Maloney in Advancement is interested. He is on the athletic board. He has chaired compensation committees at a hospital before. He has interest in being on it. Carlos was new in 09, so his appointment would be for two years.
    - Should we solicit widely for staff who may be interested?
      - Perhaps recruitment from other departments could be good, but not a full wide search.
      - Open it for a week, and then do an e-mail vote
    - Move to open the recruitment for a week for exempt staff (Weston). Michelle seconded
    - All in favor
    - Put it on the digest and open up for staff council members to solicit. (Kimmy will do this)
    - Move to being on for 3 years- through 2013, Weston seconded- all in favor
  - Minority Concerns position was voted on via e-mail- Kris Higgenbotham, who was a candidate earlier in the search. Kristina Lizardy-Hajbi has asked him directly. Kimmy will follow up to see what the outcome of the decision was.
- President's Search Q&A with BOT
  - Ask the staff who is attending the listening session to put something on the digest to solicit feedback?

- Should staff council send out the e-mail, or should the staff who is volunteering to attend?
    - People should be able to give us feedback AND the staff who are attending. They are looking for two specific things from this listening session:
      - Characteristics of the next president
      - Key issues facing the college
    - Linda will write a blurb, and Randy will send something out on the digest.
    - Kimmy will contact the 25 volunteers
  - A search firm has just been appointed, but it doesn't seem that an official posting has been made yet.
- Updates or review on:
  - Compensation Committee
    - Chad: Had their first meeting yesterday.
    - He gave an update on the history of how CPI rates were selected.
    - The way we calculate CPI has improved for the better for this year.
      - CPI will be calculated as a 12 month rolling average. September through August. This year it looks like 1.3 to 1.5%.
    - Sick leave and vacation leave for less than 12 month employees
      - Sick leave approved, vacation leave was not.
    - Working group on compensation and classification. Working group was disbanded in favor of hiring a consulting group to do this type of work. The working group is acting as an advisory group to this consulting group. The consulting group is looking at “job families”—we anticipate them being here in October to discuss where they are at with their plan.
    - The committee's agenda this year
      - Discriminatory benefits policies: health and emeriti for same sex couples. They pay their premiums before tax instead of after tax. This is a federal rule. The committee is looking at if we should pay them more to make up for the difference. Same sex couples will be considered domestic partners rather than marriage—which means they pay more (as do opposite sex domestic partners).
      - Faculty plan to attack the issue of the slowing/stopping of pay progression after faculty receive full professorship.
      - Parental Leave Policy
    - Any plans to address the slowing/stopping of pay progression for staff whose pay moves out of their job grade?
      - This is not on their agenda at this point.
    - CC has a compensation philosophy currently that is not widely known
      - This philosophy doesn't seem to match our actions right now. They will be looking at this and determining the correct way to move forward.
      - We may need to decouple the faculty and staff compensation philosophies.

- Chad can send out the current philosophy for our review
- Staff council would like this on the agenda for next month to discuss as a group.
- Would it be wise for staff council to discuss the separation of staff and faculty for this committee?
  - Cautiously, yes—but a discussion could be important.
  - This committee is still in the faculty handbook, and seems it's a faculty committee. For staff- the staff makes a recommendation to HR for how our compensation works. It is also a recommendation on the faculty side, but they seem to hold more weight.
  - What would the risk be to us asking for a separation from this committee?
    - We could risk us not receiving a CPI anymore- could be based on performance reviews only.
- Are there other colleges who are doing it well that we can look at?
  - Perhaps. 10 month employee vacation example. Sometimes comparisons to other colleges don't work. It's important to talk to them, but maybe not to be the base of our decisions.
- These big decisions should be made with baby steps. It requires a cultural shift. This could begin to happen with new faculty and college changes.
- Move to discuss next meeting: the merits of drafting a new staff compensation philosophy, or forming some kind of group to do so. (Hot topics perhaps?). Seconded.
  - Added- in conjunction with the staff council compensation committee
  - All in favor of the amendment
  - All in favor of the motion as it's amended.
- Welcome back event
  - Event will be Monday the 27<sup>th</sup> 4:30-6pm in Cornerstone.
  - Wine is ordered
  - She is working on décor
  - Needs help getting donations for drawings. Everyone get one donation by next week. Items, gift cards, etc could be great.
- Handbook
  - Nothing new to report. Our group will get together and bring proposed changes to the next staff council meeting.
- New Business
  - For other committees (Boettcher for example)
    - Should staff council ask for more involvement?
    - We should be available for requests, but not really push for people to use us.
  - Sustainability Council
    - Looking at things like the Worner renovations, etc.

- Could they do a communication for the campus to tell what their updates are? Maybe a meeting to discuss this.
- Staff recommendations- Many staff are feeling confused as to what the process is for recommending to refill a position that has been vacant. Could staff council follow up or make some kind of statement regarding this?
  - People aren't clear of what their options are or if we are able to fill positions, etc.
  - Could Barbara come talk to us again? Randy will talk to McKinley later and see where we can best go with this information.
- Chad- Heard at compensation committee meeting from a lot of people that staff and faculty were very upset that the welcome picnic at the beginning of the year was cancelled and replaced with ice cream. The time shift was what people were so frustrated about. Others from staff council had heard this same thing. Could this be a staff picnic where people are encouraged to bring their own lunch? Perhaps we could do these more often as well. It may not be the same thing if people have to bring their own lunch. The important thing is that we all come together. Perhaps the timing could be fixed.
  - Kimmy has taken this feedback.
  - Fall Conference has this "coming together" feel, but we need to bring students into it as well.
  - There is assumption that this was taken away because we don't value our staff and faculty. That was not the case, but that is how some people are taking it.
  - Leadership groups on campus should begin talking about how to solve the moral issue. Some people feel that CC has become a place just to come to work rather than a place to build community.
- Faculty luncheons- everyone is welcome. We should try to go to these more often and take each other.
  - It would be nice if someone would suggest them to change their language to say that faculty, staff and students are all welcome.
- Appreciation for Chad- He continues to advocate so much for staff. Staff around the college sees him as a strong advocate.