

Staff Council Meeting
December 6, 2011

Present: Weston Taylor (co-chair presiding); Rebecca Harner, Jayne Blewitt, Stormy Burns, Kathy Butler, Mark Lee, Annette Megneys, Michelle Swepston, Sara Rotunno, Andrew Watson, Naomi Trujillo, Linda Petro, Kimmy Peterson.

Visitors: Joseph Sharman, Marj Webster

Capital Equipment Policy – Lyrae Williams could not attend the meeting, so this agenda item was postponed.

Staff Council Budget – In an attempt to formalize the Staff Council budget and make it easier to see where our money goes, Treasurer Kathy Butler proposed adding lines for certain expenses we spend annually. There will also be funds available in the undesignated “Contingency Fund” for expenses that aren’t annual. It was moved and seconded to adopt the proposed budget for the current year. Motion carried.

Policy Suggestions – A sub-committee met and outlined campus policies that are listed in the Staff and Faculty handbooks, as well as policies that are ambiguous or non-existent . Policies from Wake Forest University were also consulted to help in these efforts. Concerns raised were:

- Understanding the framework as to how policies are made. Insuring that all new policies that affect the entire CC community are run by Staff Council.
- What are the policies?
- Development of a central repository for policies to reside to assist allowing all parties to easily find and refer to the official policies.

The co-chairs and Marj will draft a letter to Human Resources to state our concerns, and to suggest that the following policies and procedures be given highest priority in revamping:

- Grievance
- Non-retaliation
- Progressive Discipline/Disciplinary Action
- Overtime Pay/Supplemental Pay
- On-Call Policy
- Computer Equipment Recycling
- Alcohol Purchasing

College Budget –

Several members of Staff Council attended a meeting with Dean Susan Ashley on Monday, Dec. 5. Marj Webster reported several points discussed:

- The budget for the college is in better shape this year than last year.
- The increase of funds for financial aid to each cohort class.
- President Tiefenthaler’s change in approach to how we should think about tuition increases. A higher than proposed increase in tuition should be accompanied by a significant educational impact, such as smaller class sizes.
- Possible revenue-building proposals.

Meeting with FEC

Michelle Swepston reported on discussions regarding cooperative efforts to promote Staff Recognition, staff and faculty perceptions of each other, and policies-making decisions.

Networking – Weston Taylor reported that some good connections were made at the recent party given by President Tiefenthaler. Emily Chan, faculty coordinator of the current Campus Climate Survey, will be sharing the results of the survey with Staff Council.

Sports Event – There was a date conflict with the Think Pink event. There's no date set yet for the next Sports Event, but Kimmy Peterson and Jayne Blewitt will be coordinating one for Blocks 5-6.

Lunch with Staff Council – These have been rather well-attended. Eight people are signed up for Dec. 14, but we can go as high as 20. It was decided to cap at 10.

Rebecca Harner agreed to attend the next faculty meeting on Dec. 19th and report back.

Final approval of the minutes of November 8 will be done via email.

January 23, 2012 will be the date for the first "First Monday at 11:00" event. Staff Council would like to strongly encourage offices to allow staff to attend these events. One or more co-chairs will ask Rebecca Tucker how best to support this endeavor.

Joseph Sharman has not yet received a response from Robert Moore regarding the tiered wage structure, allowing staff to advance without having to change jobs/positions. Staff Council will follow up.