

Staff Council Meeting April 5, 2011

Members present: Terri, Kimmy, Annette, Mark, Sara, Kathy, Shaleen, Randy,
Weston

Guests present: Brenda Soto and Marj Webster

- CCLA presentation (30 minutes)
 - Brenda Soto and Marj Webster
 - Gave an overview of what CCLA is. This was the 3rd class of CCLA so far.
 - Their team's project: (Gay Victoria, Darlene Garcia, and Jon Fink also on team) Great places to work.
 - People seemed frustrated by how decisions were made (as a result from last year's class).
 - They brought people together for lunch at Rastall in small groups. Team members came, as well as 5 other employees from around campus. They addressed a short list of 4 questions to cover during that lunch. They wanted at least 2 faculty members at the lunches as well. These lunches were by invitation and they recruited for a broad range of people to get information from.
 - 59 participants at 12 lunches. Mix of faculty, staff, exempt and non-exempt, etc.
 - Comments were treated with confidentiality
 - Questions:
 - What brought you to CC,
 - What keeps you here,
 - what would you like others at CC to know about you, your department, or campus.
 - Do you have an idea or suggestion on how to improve CC as a work place that you would like passed on to Senior staff in final report?
 - 2 survey monkeys were also sent out. One prior to lunch, and one after the lunch. Each survey had only 5 questions.
 - Summary of results
 - 56 respondents for pre-lunch survey. (Marj will send the data to me to be posted in our minutes as well.)
 - People, overall, felt the lunch was very gratifying. 42 people thought that the lunches (or something similar) should continue.
 - Some overarching themes that were heard: People had a great time, they liked meeting new people, much affection and respect for one another across departments, lots of praise, lots of interest in moving into doing this type of activity more often, liked working in the smaller groups and talking more one on

one. The sessions tended to stay very positive rather than complaining sessions. Some frustrations were heard from employees- mostly about decisions made at senior staff, administration, etc. They are compiling those to give feedback as well.

- In the group of CCLA there are no faculty as well. The interactions were different when there were faculty and staff versus just staff.
- Discussing with the groups about the ice cream social, picnics, etc.
 - How can we do this where we can spread it throughout the whole year, and help with this same concept.
 - Free lunch Friday—getting CC community together to sit together and have a free lunch in Rastall occasionally (one Friday a block, etc). This would cost us around \$4000 (\$5 each for 100 people once per block).
 - This will help to create a sense of community that some staff and faculty feel has been lost.
 - The CCLA group wanted to float this idea to us to see our thoughts.
 - Other ideas:
 - Community table in Rastall (not free) but a way for people to sit together intentionally. Designated for faculty and staff.
 - Create a blockly lunch modeled around CC experts.
 - An intentional lunch (Marj and Owen) invitation to help merge staff and faculty. Use these to address some of the broad themes that came up in the lunches this year. If we are interested in participating- let Marj know.
 - Rastall is loud- it was sometimes hard to hear people talk and create discussion. Other ideas to consider are the Preserve, Benji's.
- Questions?
 - This program, as set up, will stop having lunches at this point unless someone else continues taking this on?
 - Yes, unless CCLA, staff council, or something continues it. Brenda and Marj have agreed to continue the lunches, but may not have the funding to do it.
 - The program that Marj and Owen want to do—would you try to get funding from the college?
 - Yes, the goal would be to do that.
 - This sounds great so that faculty and staff can merge a little.

- Some people feel there is less commitment if they do it over lunch break (they have to take a lunch) rather than end of day where they have to leave the office.
 - Did you feel that staff were more guarded when faculty were around?
 - Marj- no it seemed to be the other way around. It seemed that faculty with tenure felt free to speak what was on their heart. Once they did this, the staff felt able to speak their heart as well. It didn't seem like complaining, it seemed like building community.
 - It was harder to get people there during 2nd semester too. Maybe they can just repeat this in the fall.
 - People raved about Fall conference and the way that faculty and staff got together—although there weren't a lot of one on one time at these as well.
- Weston- move to add that we follow up next year to see how we can help this continue.
 - Seconded (we will add discussion on this at another meeting to see if we should have a staff council table, or support in another way)
 - All in favor, no opposition.
 - We will discuss this more next week.
- Approve minutes and treasurer's report (5 minutes)
 - Minutes sent out by Sara via e-mail.
 - Move to approve, seconded. All in favor, no opposition.
 - No treasurers report to approve this week.
- Mellon initiative (15 minutes)
 - This goes along with the same discussion for bringing the campus together as was discussed in the CCLA conversation above.
 - We used to have a Thursday Lecture to bring the campus together. The proposal is that on the first Monday of each block the campus would have a performance, lecture, etc from 11-noon. The whole campus would be invited.
 - This would be to promote talk between faculty, staff and students and enhance the intellectual life of all three. This could also increase conversation between departments and divisions.
 - The downside would be that not a lot of community could come at this time—but it is geared towards the CC community first.
 - The title would be called "First Mondays." They want to plan this for a year, and make sure the schedule is posted ahead of time to be able to work with faculty on the uses of this within their syllabus.
 - This would need the support of Senior Staff to let the campus go, and close offices when able to attend.
 - This is proposed to start in academic year 2012-2013 (so the planning can happen in 2011-2012).

- Kimmy is bringing it to staff council to see if we support this idea (others are bringing it to FEC as well).
 - We would need to make sure to enforce that offices close, not just encourage it so that people can really feel that they can close their offices for that hour and be a part of the community.
 - This could be really hard for some areas. (child care center for example)
 - Moved for staff council to support this initiative. (in terms of staff council thinking that staff would enjoy this and would want to attend. We also commit to helping to get the word out and support the event.)
 - Seconded.
 - Who would choose the speakers? That is still TBD in the planning process. Most likely the Mellon group (or a committee of that)
 - All in favor, no opposition

- Elections update (5 minutes)
 - The list of those who accepted to run was discussed.
 - Rebecca will be ready to put elections out by tomorrow.
 - We have 4 positions open, and 1 of them has to be exempt.

- Discuss staff needs request from Budget Committee
 - We missed discussing about the 2012-2013 budget.
 - Dean Ashley sent some examples: health care benefits, financial aid, staff salaries for us to continue to discuss.
 - Salaries seem to be the thing that comes up the most from the staff around campus.
 - Why?
 - Some people think that health care might be the biggest area to address. Most people at campus need that health care, and keeping the cost lower is similar to giving a pay increase. This will also be an easier argument to make.
 - Some people feel this will skew some numbers, and won't work.
 - Should we look at Emeriti, or retirement? Perhaps providing a larger college contribution?
 - Perhaps we can look at putting salaries and emeriti or retirement into our priorities.
 - Emeriti can be getting a negative rap because people don't fully understand its use.
 - It tends to be an area where we hear a lot from staff.
 - A 60/40 could be a way to really help staff feel appreciated, understand Emeriti more, and a clear explanation of how it's going to benefit the staff more.
 - We should ask them to address staff salaries and staff benefits (especially Emeriti.)

- Who wants to write something up? We should just edit our previous document. Terri will edit this, and send to Weston to proof and send our thoughts.
- Our prior budget thoughts:
 - Should we require a minimum hour worked in order to get the bonus?
 - Would 500 (about 3 months) be a way to track this better?
 - Our minimum for part time is 1000 hours in HR.
 - Seasonal employees should not be considered
 - 750 hours would consider people who are truly here and committed to the college, but not necessarily seasonal, or brand new hires. 750 hours for the fiscal year.
 - Randy, Weston and Terri will work through this tomorrow.
- Gift/tribute for Dick Celeste (15 minutes)
 - Linda was looking into Dick Celeste's fund—we'll cover this at our next meeting.
- Updates from Strategic planning committees: (20 minutes)
 - No discussion at this point, tabled for next meeting.
 - Capacity Building
 - Campus Community
 - Staff Support
- New Business
 - Would staff council be interested in helping to support the Sky Sox game? Financially.
 - Staff and Faculty are both invited. People feel that Tuesday night is not good because they have to work the next day. People want the game to be on Friday or Saturday night.
 - Kelly needs \$400 to help change this date to a Friday or Saturday night.
 - We would want the staff council money to go to staff.
 - Perhaps we could give some more money to help provide additional funds for food vouchers as well.
 - Can we ask FEC to match what we add for vouchers so faculty can have this too.
 - Annette moves to give \$400 to move to a Friday game
 - Seconded, all in favor, no opposition.
 - We will continue to have a discussion to see if increased vouchers are an option.
 - We have to begin discussions on our end of the year celebration for staff council.