

Staff Council Minutes 11/8/06

In Attendance: Chad Schonewill, Kristi Salkil, Nancy Heinecke, Nancy Luther, Lee Dougherty, Cathe Bailie, Joan Taylor, Daryll Stevens, Courtney Arnstein, Sarah Withee

Agenda

Staff Recognition Program (10 min)
Suggestions from Business & Finance Large Staff meeting (10 min)
Department meetings (15 min)
Climate Survey update (5-10 min)
Emeriti follow up (10 min)
Anonymous feedback (20 min)
Upcoming meeting with cadets regarding parking study (5 min)

Staff Recognition Program – Courtney & Nancy L.

Perhaps we could use "Access" to highlight staff accomplishments, supervisors have a need for a vehicle. HR has a budget set aside for staff recognition. Discussed ideas to pass on to Courtney or Nancy.

Suggestions from Business & Finance Staff Meeting

There are complaints that people don't know what Staff Council is doing. The suggestion was made that we could send a hard-copy of the yearly report. There are 6-700 people on campus. Cathe agreed to write a cover sheet and send it out via Central Services.

Department Meetings/Assignments

The suggestion was made that we breakout a list of departments and assign a representative to each department. A vote was taken with 7 yes and 1 vote to amend. (someone fill in the blanks on the upshot here – my notes fail me)

Climate Survey – Cathe Bailie

Kevin Ford from psychology is helping out. Survey should be up the beginning of block 4. Compile results half-block with an eye towards presentation.

Emeriti

Discussion on the fact that some people are being charged full fees in their Emeriti accounts – rather than a portion of the fees as originally presented.

Anonymous Feedback;

- A suggestion was made that Staff Council that the idea of an Early Retirement program should be broached with the FEC.
 - "Can't we at least ask the college to make a good faith effort of put forth options for an early retirement program for non-faculty? There are many ways to structure a program like this. Let's at least get it on the table. We must voice these concerns to the FEC also. If they can deal with the corporatization of campus perhaps they can also deal with the class stratification of campus."
- There was a question/concern regarding parking space reservation in the Alumni Office. Kristi will follow up?

- A suggestion was made that it would be better if people were paid every other Friday for exactly 10 days rather than the current idea of paying as we are now – but varying the number of days from 9-11. It was pointed out that this is a hardship and makes it hard to budget.
 - “Most individuals live from paycheck to paycheck and it is extremely hard to budget the current way you are proposing. No one makes enough additional money to save each month as you are proposing.”
- A suggestion was made that Staff Council address the formation of an Early retirement program for non-faculty employees since there is an equity issue in the program only being offered to one class of employee.
 - “This is an equity issue among employees. Recent compensation committee minutes suggest that it’s likely unfair to have three different maternity leave policies. What about a significant (and costly) benefit program for faculty that no one else can touch?”....”We at least need to have some proposals for non-faculty rather than having the discussion dismissed immediately.”

Other discussion;

- There was discussion regarding folks being required to come in on snow days when the campus had been closed.
- Big Dog Avenues – Staff Forum on Dec 4 with Dick Celeste
Suggestions on how to reach Dick Celeste. Recommendations for how to approach the administration with problems.