

PROJECT 2024

Subgroup Report on Staff Extras Karen Kristof & Ella Reese-Clauson

For three years, the Project 2024 steering committee has discussed employee well-being and compensation from a variety of perspectives, including living wages and benefits. Our subgroup was asked to consider “a la carte benefits” that could further promote wellness and community.

Recognizing that the college already offers generous sick leave and vacation time that isn’t fully utilized, we want to reframe paid time off. We propose allowing staff to designate at least three of these days annually as “mental health” days that can be requested from supervisors with limited advance notice. This framework would mimic blockly student mental health days, encouraging staff to prioritize self-care and asking supervisors to be as flexible as possible as they balance operational needs with staff who need to rest and recharge.

We also advocate learning opportunities across three areas.

- Allow staff to enroll in any open adjunct courses, enabling multigenerational learning and increased support.
- Offer staff the ability to use preexisting volunteer time allotments to chaperone student field trips and assist with campus events.
- Develop a “Tigers Teaching Tigers” program in which students, faculty, or staff can apply to teach clinics on topics they’re passionate about.

The benefits of learning opportunities and wellness days are threefold:

- Enhance our current benefits structure
- Reinforce CC’s commitment to the well-being and professional development of staff
- Complement Project 2024’s focus on lifelong learning

These initiatives will require collaboration with the Office of Human Resources, the Dean of the Faculty, the Dean of the College, and the Senior Leadership Collaborative. For example, it will be necessary to publicize open adjunct class spaces and to determine how staff will enroll. For the peer teaching program, a committee should be established to collect and evaluate ideas and to determine when classes can be delivered during the academic year starting with Fall Conference. We also need to consider how staff teachers will manage this work, especially if they feel burdened in their current roles.

During our discussion, we also developed ideas that come at a more direct cost to the college such as a Gold Card Plus account that could be spent on CC merchandise or food at any on-campus dining options. While current budget pressures suggest that revenue-neutral strategies are optimal, we would recommend investigating these options if additional sources of revenue are identified in the future.

In summary, we aim to raise awareness about staff well-being, encourage those who do not take their full PTO allotment to do so, and connect our community through new learning opportunities for staff.