

Ongoing and New Business 11:30 – 12:00 (Closed Door)

1. Attendance (1 min)
 - a. Roll call: Jane Byrnes, Drew Cavin, Katharina Groves, Courtney Greis, Jeremiah Houck, Michael McNamee, Mattie Ross, Kimber Peterson, Megan Rhodes, Gina Spiers, Patti Spoelman, Katherine Menendez, April Scriven, Laurie Laker, Anneke Bruwer
2. Approve last meeting's minutes (1 min)
3. Feedback from individual departments (2 min)
4. Staff Council's role in blocks 7 & 8 - Laurie (5 min)
5. Nominations/Elections for next year's SC – Co-Chairs & Keeper of the Minutes (15 min)
6. Virtual lunch w/Staff Council for block 7 – who and what topic?- Katharina (2 min)
7. Determine Block 8 General Meeting Date (2 min)
8. Treasurer's Report - Katharina (2 min)
9. Megan introduced Anneke Bruwer, who is our new DEAB rep.

OPEN DOOR (12:00 – 12:55)**Special Reports**

1. President's report (no report)
2. HR report (Emailed from Heather Kissack, via Drew)
 - a. Employees working at home should navigate telecommuting with their teams
 - b. ITS is working on tech assistance for distance learning and web meetings
 - c. We have not asked employees to use paid time off unless they are truly sick or taking vacation
 - d. Employees should not be on campus with exception of essential people – those people should have received a letter. Contact your supervisor if you feel you need a letter.
 - e. Continue to engage in performance excellence and goal setting. (Kimber added the ITS work from home [link](#), as a resource.)
3. Communications discussion (Laurie L.) re: streamlining
4. Other Committee Briefs (committees for which we nominate staff)
 - a. PreEmpt/Maggie Santos
 - 1) We have one confirmed COVID case on campus, but that person has been off campus for over 14 days.
 - 2) They (campus safety and the PreEmpt Committee) are here for us if we need anything!
 - 3) Laurie led the thanks to Maggie for all they've done.
 - 4) Jane asked how the students still on campus are doing.
 - a) Maggie says the biggest concern is people coming from off campus to on campus, thinking we are closed (though we are not).
 - b) Students on campus have been wonderful. They are VERY isolated, so please keep in contact to keep them mentally well.
 - c) Megan asked if there is any idea when we might get notification about our working from home timeline. Will it be extended? For how long? What might that look like? Maggie replied that everything is fluid, and we are going to see how things are going. With the

info we are getting, cases are still doubling. If the bell curve flattens out, that will make the difference.

- 5) Tess Powers commented that she was in the office on Saturday, and security was walking through, indicating there was urgent business, and indicating there would be fines for being on campus without permission. Is that true?
 - a) Katharina replied that if you are on campus and “essential”, you should have your essential person letter with you. FAC/Jeremy concurs, clarifying that only people whom campus safety deem essential received these letters.
- b. Lyrae (workplace excellence) Workplace excellence is a recommendation in the strategic plan, and includes professional development (like Excel at CC), diversity and inclusion, internal communications, transparency initiative and collaboration initiative.
 - 1) Jill has a group she meets with a few times a year to consult with. The group includes someone from Staff Council, the head of the FEC, the head of HR, Stephanie Wurtz, the head of the Butler Center, and Lyrae. They met on 3/2 as follow up to December meeting to see what W.E. should be thinking about for next year:
 - a) Carbon neutrality – how do we work that into workplace excellence? How do we make that a significant part of people’s lives? What kind of programs/incentives could we use to encourage different areas to help maintain carbon neutrality through the work we do? Reaching carbon neutrality is just the beginning; we need to maintain it. Watch for more on this – maybe this summer, maybe fall.
 - b) We have a collaboration team working on building traditions at CC. The CCSGA president is co-chairing with Tiffany Kelly (in the alumni office) about how we bring tradition building to campus to build affinity with the college. They should have a report by end of April. Lyrae will post these on the president’s website under “block projects.”
 - c) In January, 20 staff went through a 2 day design thinking workshop. They were given a challenge question: How do we support students through the administrative services that we offer? Several projects were brought up, and a pilot will be launched in the fall.
 - d) They are looking to enhance presidential leadership awards, to expand the criteria for each award and explain how nominations are evaluated. They will ask each judging body to explain what they are looking for with nominees.
 - e) Megan asked if anything is planned remotely for Excel at CC, during blocks 7 and 8. She also asked if her understanding that Good to Great left with Paul Buckley was correct. Lyrae replied that there are a few programs being offered remotely, although some have been canceled. Heather Horton and IT programs are still going on. Wellness is also a focus of Workplace Excellence, as are Mindfulness Wednesdays and some similar things - these are still being offered. Nikkita clarified that Good to Great is not canceled due to Paul Buckley’s departure.
 - c. Nikkita McPherson, from the Advising Hub, asked if essential staff are receiving hazard pay.
 - 2) Anneke Bruwer replied that they (in Residential Life) are not and she don’t believe campus safety is receiving any extra compensation. Nikkita replied that that is very disappointing, and that she is disappointed in the lack of support she is seeing for staff. She feels that we all rallied to support students and each other, and the first time we heard from leadership was this past Friday. That is harmful to morale. Many of us didn’t take a break (for spring break) because we prioritized the students. Tiger Pride is constantly encouraged, but this pandemic has exposed a lot of the lack of inclusivity that happens here at CC. She concluded, “I am saying this on record so it is clear, even if it has negative repercussions for me as an employee of CC.” She is hurt and disappointed, but not shocked.

- 3) Drew commented that he has reached out and asked how people were feeling about communications and that Nikkita is not alone in feeling this way. Drew passed people's comments on to the president anonymously. Katharina agreed, and thanked Nikkita for her comments.
 - 4) Courtney said, regarding those that do have "essential" letters, that some of them are getting pressure to come to work although it's not absolutely necessary. Courtney, herself, feels like she had pressure to come in this week. She has also seen people with letters that she doesn't believe are truly essential.
 - 5) Katherine asked if this is top-tier leadership communication issues, or if it is individual directors? She is hearing from her director daily, but maybe not everyone is.
 - 6) Kimber expressed that this is a power dynamic, and with all that is going on on campus, some things may fall through the cracks (not to make excuses for it). She says they did take this concern to Jill, and will continue with efforts to keep these concerns in front of leadership. It is difficult, currently, to know which fires to put out first.
- d. Cathey Buckley (campus safety) also present – no questions or updates. Just monitoring, for Maggie.
 - e. Liz Scherkenbach also present – no questions or updates, just here to listen.

Website Updates - for Laurie (1 min)

Action Items - Gina (1 min)