Welcome and Introduction of visitors.

**Staff Council discussion points (from SC lunch) for December.**
Jayne and Naomi reported that several topics were discussed with staff members at the lunch:
- The Children’s Center (Little CC) and its value and importance to the College
- Consistency (or lack thereof) of communication and transparency.
- The value of staff
- Advancement within a position.
- Inconsistent promotions, overtime hours, different cultures among offices.
- Reluctance to pay overtime
- Staff morale
- Clarification of what the comparisons are for Market Value compensation. (Exempt staff will have national comparisons; non-exempt staff will have local comparisons).
- Optimism about Jill Tiefenthaler’s administration.
- Grievance Procedures

Staff Council Actions: Approach Barbara about specific cases. Post information to Staff Digest and Staff Council website. Encourage individuals to seek out the Ombuds Office when dealing with unfair practices. Link to the FSLA site.

**Future Lunches with Staff Council:**
Block 5: Noel, Michelle.
Block 6: Kathy, Sara.
Block 7: Randy, Andrew.
Block 8: Annette, Michelle.

**All Staff Meetings**
Linda reported that the first of these will be held Feb. 16, Thursday of Block Break, Block 5, in Gates Common Room, 8:00-9:00 a.m. We worried the venue might not be large enough, so Linda will ask if Bemis Great Hall is available. A President’s report and a Staff Council report will be given at each meeting. Linda led the discussion on the name for these meetings. A motion was put forth as to whether we wanted a branded name for the meetings, with a subtitle of “All Staff Meeting”. Motion carried. We forwarded two possibilities for names: Block Talk and In the Loop.

**Policy Priorities:**
Marj reported that three or four staff members be added to the HR group looking into Policy Priorities. Angela Hines and Joseph Sharman were approved to serve, as was Michelle Swepton from Staff Council. The motion to discuss at the end of the meeting if time allowed was carried. A motion to discuss by the end of business on Friday was approved.
**Search Committee structure:**

Rebecca reported that no professional librarian is a member of the search committee for Library Director, because library staff were told that no person directly reporting to a new hire shall serve on the search committee. Due to the library’s flat organizational structure, all librarians report to the director. Discussion ensued. Human Resources has stated that this is a recommendation or suggestion rather than a policy, but library staff were told this was “non-negotiable”. It does not appear to be consistently applied across campus, and assumes a level of mistrust of those being supervised. Carol Dickerson, currently chairing a different search committee, commented how difficult it is not having an expert on the committee who knows what’s important to look for in a candidate, and who knows the nuances of what the position entails.

   Staff Council Action: Rebecca and Noel will draft a letter recommending that if there is to be a policy about this, that it be altered. Also, this topic will be added to the list of Policy Priorities.

**“Non-Essential” Staff clarification** – postponed until next meeting.

**Campus Climate Survey**
Sara, Annette, and Weston agreed to follow up with Amanda Udis-Kessler if necessary, to 1) compare questions from Emily Chan’s recent survey so as not to repeat questions, and 2) make sure the survey is ready to send to staff.

**Tiered Pay Schedule**
Robert Moore has not gotten back to Staff Council or Joseph Sharman regarding the tiered pay schedule of staff compensation. The motion that Staff Council Co-Chairs follow up with Robert Moore to insure that this is still being considered, passed.

**Upcoming Budget Meeting.**
The Budget meeting hasn’t happened this block yet, so there’s no official report. Noel asked Marj about the status of auxiliaries like KRCC and the Children’s Center. Marj reported no discussion on these.

**CC Labor.**
Joseph Sharman mentioned that a student group changed Sodexho practices in the past, and they also recommended a tiered wage schedule, as well as a self-sufficiency wage. Some thought this had been implemented, but apparently not for everyone.

**Ombuds Office.**
Jane Cauvel related that she’ll be leaving at the end of the fiscal year. She asked if the campus still feels the need for an Ombudsperson? The general feeling among Staff Council members is that there is still a need for this service. Rebecca has agreed to have comments or suggestions for Jane’s replacement sent to her on behalf of Staff Council.

**Staff Council Website Update** [Although we didn’t get to this agenda item due to lack of time, I can report that the Staff Council Website has been updated to the new interface at [http://www.coloradocollege.edu/other/staffcouncil/](http://www.coloradocollege.edu/other/staffcouncil/) ]