

## **Staff Council Meeting – January 27, 2009**

### **Elections**

Tentative schedule for elections: Jan 19- 30 preparation  
Feb 2 – 6: post digest announcements to make people aware  
2/9 – 2/20: receive nominations  
23 – 27: get paragraphs, etc  
3/2 – 3/6: elections  
3/9-3/10: notify winners; verify elections  
3/11: announce to campus  
6 people: 40% exempt, non-exempt, etc.  
In future – with lots of new people, may have more than 15 people

### **Update on ad-hoc BPT**

- Full agenda will be published on Communications website; Matt will send around
- Confidentiality vs. Transparency – need to strike a balance, especially with recent media spotlight
- Early retirement package: increase the incentive so there is an added benefit to retire even when 30-40% decrease in portfolio – maybe 4-6 months of pay; plus healthcare – will be developed in the next few weeks; last time this was offered, NO ONE took them up on it.
- Another idea – ‘voluntary separation’ – layoffs – severance package – put pressure on people (best people?)
- Discussion – kind of harsh – best people may leave; higher education needs to give two months of notice.
- Cost and issues associated with financial aid; \$14.5M on grants and awards – \$790K (associated with V2010 – diversity) additional grants and awards.
- CC Affordability Plan – financial aid always matches tuition increases; 1.8% to increase socio-economic & ethnic diversity – could any of these be paid out of the endowment? Temporarily take some principal out of endowment to fund that.
- CPI – 0.091% - good news (if there is a modest or no change in salary, won't hurt staff so much) – not in a period of inflation, so purchasing power isn't going down
- Assessment of CC Staff to other institutions. Franklin & Marshall staffing study – compares all of staffing according to different parameters – square footage, number of students, etc. – where are we with respect to staff – academic side – excess of 38 positions.
- Likely ½ of them are paraprofs – many are lower paid. Paraprofs are 1 year appointments – very rarely come back for two years; wouldn't impact staff in a real sense – cost savings is minimal – salary & benefits – 22 paraprof positions – not all paraprofs in academic; block plan contributes to this (discussed by the BPT to rid of CC – but that is what makes CC unique); what about a pool of paraprofs?
- Supposed to help with grad school; also profs need to have time to prepare lectures, grade, etc – paraprofs can drive for 2 weeks.

- Admin side not high – we are on par with these schools – will send survey along to everybody; all academic chairs met with the dean yesterday – how can we cut costs? Unit leaders meet with dean on 1/30/09.

- Concerns – working group report for stewardship and cost containment – reported on \$1 million dollars of savings – if we gave them another chance to do another round, could they come up with savings?

- That is the whole idea of this latest round. Basic approach – 2<sup>nd</sup> time – significant savings. Want to make sure arbitrary decisions aren't made (Dave R) about staffing until this report is verified.

## **MISC**

- Staff Council mailbox; new rule: all Staff Council email needs to be vetted among SC members list unanimous – perhaps one person has access to FLASH from that account? As long as it is approved by chairs.

Matt/McKinley/Shaleen/DavidZ/Stephanie/DavidR/Nancy/Lee/Terri

We still have about \$5500 in our budget that we can use as we see fit – Hot Topics – Staff Voices – we still have funds available

**Agenda for next time** – vote on filling committee liaison role

## **Hot Topics**

- Something positive – community service project to involve all of staff – diabetes walk, St. Baldrick's, etc.....fundraiser – in honor of that person – St. Jude's – soup kitchen here on campus – food pantries are out of food Care & Share – Angelfood ministries –

- Bring something to share in spirit – Tessa or something

- Get Gaylord Hall – 2/18 at noon VENUE (Bemis OK, etc.)

- Bring suggestions for community service projects – put on whiteboard – something special to you – a group that needs special help right now; listen & take lead – challenge us to have a list in case no one has ideas – not always financial – giving time

- Bruce & Kate – personal invite to this hot-topics

- Answers to feedback – got jammed in printer –Shaleen – haven't officially been assigned to anyone

- The car that got plugged in

- Ask College – utilize resources wisely

- Would people be willing to give up a percentage – of salary