

Staff Council Meeting
10/11/11
Armstrong Board Room

Minutes:

Council Members Present: Weston Taylor, Andrew Watson, Randy Nehls, Rebecca Harner, Annette Megneys, Jayne Blewitt, Naomi Trujillo, Linda Petro, Michelle Swepston, Kathy Butler, Stormy Burns, Mark Lee, Kimmy Peterson.

Visitors: Barbara Wilson, Robert Moore, Joseph Sharman, Ava Shawkins, Angela Hines, Ellen Rennels, Brenda Soto, Karin Henriksen, Marj Webster

Campus Policies:

Robert Moore expressed the need for policies we can all see. Barbara Wilson would like to propose personnel-related policies based on recommendations of priorities by Staff Council. Policies such as leave accrual, consensual relationships, or policies that need changing were mentioned. Barbara hopes to have these recommendations before the end of Block 4.

Employees Recognition Event:

Barbara would also like input on the Employee Recognition (or Employee Longevity) Event that is held in February. Currently it is held as a luncheon where the employee being recognized is accompanied by his/her supervisor. How might we change this? It was agreed that the monetary gift should remain in place, but a more public event would be appropriate. The event was never meant to be the only venue for employee recognition. How might we encourage departments or divisions to hold their own events? Staff Council can post names on the website and announce at the End of the year Picnic.

Healthy Campus:

There is a working group, often referred to as the "Wellness Committee" or "Champions of Wellness" that is looking for fun activities to engage employees in health awareness. Ideas include having Bon Appetit provide workshops on nutrition or a pedometer challenge. It was also suggested that the printouts from the Blood Screenings be more like years past, with a concise summary sheet that can be shared with one's doctor, and that the Blood Screenings can include dependents.

For future meeting discussions:

Feedback on professional development for staff.

Campus Climate Survey – Barbara will pull the results from the last survey of this type. What outcomes resulted from it? What would be the reasons for doing another survey?

Change in Compensation:

Robert Moore stated that he would like to see a staff matrix for fair, market salaries. A lot of work is being put into this model and they hope to have something in place for July 1, but no promises. Discussion ensued regarding a number of topics including the ability for staff to move up within the salary range, merit raises, horizontal progression, evaluations, flexibility, sustainability, and compression issues.

Minutes of September meeting:

It was moved and seconded that Staff Council will approve minutes of the September meeting electronically, giving Council members to review that latest changes.

Budget Committee:

Ava Shawkins and Marj Webster gave a report of the Budget Committee:

Summary of fiscal 2011 financial performance.

While not every department came in under budget, between those that did and additional revenue received from last year's over-enrollment, the institutional budget was in the black on June 30. There is a general consensus on the Committee that we are starting the year on much sounder footing than either of the past two years.

Current Budget Committee activity

Fiscal 2012 budget recommendation, due in early December.

Goals for the 2012 budget:

- Enhancing the quality of the academic program if our resources allow; if not, then our goal will be to maintain the quality of the academic program.
- Basing our budget for one more year on the idea of 1,975 students for total enrollment.
- Considering a possible increase of tuition of 3.5% to meet major priorities, namely academic ones, and a possible increase in room for financing necessary improvements to residence halls.
- Maintaining the cohort-based budgeting model for financial aid.

Major needs which the committee has identified:

- Financial Aid
- Departmental operating budgets
- Salaries
- Lowering class size

Respectfully submitted,
Ava Shawkins and Marj Webster

Faculty Meeting:

Annette Megneys reported on the faculty meeting in Block 1. Jill Tiefenthaler led the meeting as per the bylaws and called for increased communication and transparency. She has formed a "President's Cabinet" to replace the "Senior Staff" designation. El Pomar is the top priority for development. The Budget and Planning subcommittee of the FEC has been renamed "College Priorities" and will look at reducing class sizes. The next Faculty Meeting is Monday, Oct. 24 and Rebecca will attend and report back at the next Staff Council Meeting.

Recognition of Staff: More discussion ensued on how Staff Council can promote staff recognition. Recognition does not necessitate an event. Make recognition a part of the SC website and encourage divisions to sponsor their own events. Rebuilding a sense of community may be more effective as a divisional event.

Respectfully submitted by Rebecca Harner