

Minutes, Staff Council Meeting  
November 8, 2011  
Armstrong Board Room

Present: Weston Taylor, Stormy Burns, Rebecca Harner, Kathy Butler, Linda Petro, Annette Megneys, Naomi Trujillo, Jayne Blewitt, Randy Nehls, Andrew Watson, Michelle Swepston, Noel Black

Visitors: Jill Tiefenthaler, Marj Webster, Ava Shawkins, Angela Hines, Barbara Wilson, Joseph Sharman

A brief discussion on possibly having a morning event, starting at 7:30 a.m. for the end of block 1 party. This might bring in a different demographic of staff.

Staff Council Budget: Kathy Butler proposed creating a budget at the beginning of each year, taking advantage of features in Banner. A sub-committee was selected and will meet to flesh out details and present at the next meeting.

Policy Suggestion Group. In response to Robert Moore and Barbara Wilson's request for feedback on policies, a sub-committee was formed to look at current policies that need clarification, revision, or creation where no policies currently exist. The goal is to combine portions of the Staff and Faculty Handbooks for policies in common to all CC personnel. Publishing policies online will increase transparency.

Consensual Relationship policy. Some changes were made to the original draft policy, most particularly in removing the "age" component. The policy should be finalized by the next meeting.

President Tiefenthaler reported that the Board met over the weekend. Staff Compensation has strong support. Staff whose salaries are below market will have particular attention. Also the Board voted in an all new committee structure.

Tiered Pay Plan: Barbara Wilson reported that a lot of work is being done behind the scenes right now, but by January, there will be enough of the guidelines and structure in place to post details online.

Staff Recognition feedback: A common message received from participants was to enhance the Staff Recognition event so that all staff may attend. Most departments are not recognizing staff in addition to the event held in February. The monetary gift is very important to those being recognized. Some proposed changes include eliminating the February lunch, but recognize staff at Fall Conference instead, (although the event will take place this coming February). The keepsake gift would remain in place for those staff with 20 years of service and above, but not for others. Departments are encouraged to celebrate their staff in other ways. Another possibility is that the blockly "convocations" proposed by President Tiefenthaler might be a venue for recognition.

Grievance Panel: Needs another exempt staff member. Weston Taylor nominated himself. Motion carried.

Staff Council Rough Draft Website: Volunteers were solicited to assist Mark Lee with suggestions.

Staff Council commitment: Discussion about whether a 2 or 3-year commitment was preferable. It was decided to continue with the 3-year commitment as it stands now.

Budget Committee meeting report. Marj Webster and Ava Shawkins presented the following:

To: Staff Council  
From: Representatives to the Budget Committee  
Date: 8 November, 2011

Although the budget for 2013 will remain tight, we will finally see small increases in endowment earnings again. We are also discussing increases in tuition and fees. Taken together, this means we're able to talk about a few (unfortunately, just a few) strategic budget increases for the first time in three years. To that end, the Budget Committee has agreed that salaries and financial aid should be the highest priorities.

Last month, Robert Moore talked about the recent recognition that some staff salaries are not in line with market. This is also true for entry-level faculty. Therefore the budget committee is planning to recommend funds to address these shortfalls, as well as a minimal across-the-board amount, as we've seen in the recent past. There has been some discussion about whether a portion of this should be distributed according to merit, which matter remains unresolved. From our perspective, Ava and I agree that bringing salaries in line with market is a more pressing priority than moving forward on merit, although that should be a high priority going forward.

With respect to financial aid, historically the amount available for each class has fluctuated because of how it has been funded. This creates inequity between classes, so the College has a goal of making this amount consistent over time, offering the same amount to each in-coming class. Because of the increase in endowment earnings *in combination with* Walton scholarship funds — available for the first time this year — it looks as though we'll be able to meet the goal of evening out financial aid in fiscal 2012-13.

Finally, we are hoping to begin to address some of the operating cuts that were enacted in 2009. We are twice shy about potential for "irrational exuberance" that could force new cuts in future years, therefore this part of the discussion is moving slowly.

Our recommendations are due to the President in early December, which we expect to start an iterative discussion with her. We'll have more to say in our December report to Staff Council.

Respectfully submitted,  
Ava Shawkins and Marj Webster

Faculty Meeting report: Rebecca Harner will provide via email.

Staff Council Lunches:

Randy Nehls reported on October's lunches. Naomi Trujillo and Jayne Blewitt will host the November and December lunches and Michelle Swepston will host during half-block.

Respectfully Submitted,  
Rebecca Harner