

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

1. Attendance and welcome **new members** (Laurie, 2 min)
  - a. Roll call: **Erika Blauth**, Jane Byrnes, **Drew Cavin**, **Katharina Groves**, Kris Higginbotham, Jeremiah Houck, **Michael McNamee**, Laurie Mozingo, Kimber Peterson, Felix Sanchez, Gina Spiers, Rick Swan. Absent : Meghan Rhodes
2. Review Expectations (Laurie, 5 mins)
3. Open Positions (Kimber, 5 mins)
  - a. Election Officer – filled by Michael McNamee
  - b. Treasurer – filled by Katharina Groves
  - c. Committee Liaisons – filled by Drew Cavin and Erika Blauth
4. Staff Council Lunches (Kimber, 3 mins)
  - a. Thursday, September 20
  - b. Thursday, November 15
  - c. Thursday, February 14
  - d. Thursday, April 18
5. Staff Council Events (Kimber, 7 mins)
6. Vetting vendors included on Staff Council site under prerequisites (Rick, 2 mins)
7. Communication and feedback (from web submissions) (Rick, 2 min)

**OPEN DOOR (12:00 – 1:00)**

**Special Reports**

1. President's report (Kim - 10 min)
  - a. On the 28<sup>th</sup> of August all of campus got an email from Jill about building a diverse and inclusive community. To update: a steering committee has been formed, to steer external review of racism on campus. Committee is in the process of reviewing proposals from external firms, who will do the review. Expect a decision on 9/14 on that. Also looking at the process of this review – what would a firm do, timeline, etc.
  - b. Athletic Director search committee has been formed. This committee (also meeting on 9/14) will choose a firm to conduct this search. An email about the committee and their process will come out soon.
  - c. A block project on employee appreciation events starting (Lyrae will tell us more-see below)
  - d. Update on proposed Robeson arena (and partnering with the City and their Switchbacks team). This is not yet a done deal. On 9/20, Jill will be in Denver to meet with economic development people for the state. We hope to have decision by Thanksgiving.
  - e. Sean Pieri has left. Mark Hille is serving as interim (supported by Molly Bodnar) for the entire year. At end of the year, Jill will assess if we want to launch a national search or not.

- f. On November 2 board of trustees in town – Staff Council members will see an invite to a reception and dinner at Jill’s with the board, etc soon.
  - g. Re: Cascade Ave. USE THE CROSSWALKS AND SERVE AS A GOOD EXAMPLE!
  - h. Lastly, Jill encourages Staff Council to invite Alan Townsend to a SC meeting.
2. Human Resources report (Lisa – 10 min)
- a. We will include exempt staff in sick leave accrual – they’re working on the details. Will roll out Jan 1, 2019. This will be announced in the September ITL, with more details to come at the November ITL.
  - b. Excel at CC registration opens on 9/10...please encourage staff to talk to supervisors about their professional development plan, not only Excel at CC, but external things also).
  - c. Per Matt Cherry, over 600 individuals have looked at the Excel at CC offerings so far....HR pleased to see that it is growing and meeting the needs of the campus They are putting together data re: participation, etc
  - d. HR is working on improving the exit interview process. Currently when someone leaves, they have an opportunity to offer feedback (on paper). HR will be putting the process online (survey), so they can report upon and share data in a way that makes sense with dept heads, etc. On paper, it’s too labor intensive to glean good results.
  - e. Re: exit interview – who will see it? HR is not currently providing data verbatim to supervisors but, if there is something truly problematic (harassment, discrimination), those things are brought forward. They are also look at trend data – repetitive concerns are brought to the attention of the proper individuals. By Oct 1, they should have it rolled out online.
  - f. New priorities for HR. They are looking at ways to improve upon how we handle applicants. Minimum wage goes up again in January, so they are looking at that impact on salary structure.
  - g. They will be diving more deeply into looking at the band structure and making sure it still works for us.
  - h. HR director position is posted (Lisa Brommer has been serving as interim director). Beginning to review applicants around the end of September.
  - i. Drew asks: are there more searches being done via external firms than in the past? Lisa: since she’s been here, there has been more interest in using firms, partially because it is getting harder and harder to source and vet applicants for some positions, and it’s worthwhile to have extra help, to insure they are vetted well.
3. Other Committee Briefs (committees for which we nominate staff) **NO REPORTS**
- a. Athletics Board (Janet Martino)
  - b. Compensation Committee (Ian, Liz)
  - c. DEAB - (Meghan Rhodes)
  - d. Children's Committee (Gina Spiers)
  - e. Budget Committee (Ian Johnson, Zak Kroger) - Ian Johnson
  - f. ITaL (IT and Library) Committee (Erica Hardcastle)
  - g. Workplace Excellence (Lyrae Williams)

**4. Workplace Excellence update (Lyrae)**

- a. As a reminder, Workplace Excellence is part of CC's strategic plan, and it involves four initiatives: professional development, transparency, internal communications, and vibrant collaboration.
- b. Block projects are a form of collaboration, for faculty and staff to come together on one issue, to promote dialogue, etc from a wide source and bring feedback to Jill.
- c. New block project – looking at employee appreciation events (Zoo, Skysox, year end picnics, retirement events....). We had a Block Project team looking at staff recognition (one result is that we now acknowledge staff service awards at two years, instead of beginning at the five year mark. The awards received were also increased). From that staff recognition project, this new Block Project was devised. The group is co-chaired by Jane Byrnes and Jessica Bridge. Jeremiah Hauck is also on it, plus another person from the FAC, two from Campus Events, someone from Bon Appetit, one person each from the Butler Center, DEAB, El Pomar, and Campus Safety, plus a faculty member. Findings will be presented mid to late October. Remind your people that “Block Projects” exists on the President’s website, for more about the 15 or 16 Projects that have happened.
- d. Workplace Excellence committee meets 2x/semester. Lisa Brommer and Paul Buckley, Stephanie Wurtz, the Chair of the FEC, Kimber Peterson, Jill and Lyrae serve on the committee. Block Project ideas come from this committee, as well as spring conference details (the planned table activity, looking at how else can we get feedback, etc.). The committee may look at racism on campus as an initiative for feedback at spring conference (via table rounds, etc).
- e. Workplace Excellence also looks at the Jane Cauvel award and evaluates those nominations. (DEAB looks at Victor Nelson Cisneros, and innovators on campus look at Innovation Award). Hoping Staff Council will help promote seeking nominations for these awards. Historically, we receive good nominations for Diversity and for Cauvel.....need to clarify more the innovation award, to generate more nominations.
- f. Lisa B asks: are we putting together work teams around Strategic 2.0? Lyrae: May get parked for now, as we have too much else going on that requires focus now. Maybe in spring.

**Subcommittee Reports, including action items to address, 10 minutes**

1. Events Planning Committee

**Other business/future agenda items?**

1. Website Updates for Felix (feedback from anyone on committee -- any updates necessary)

**Action Items (Gina, 5 minutes)**