

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

1. Attendance (Laurie)
  - a. Roll call: Drew Cavin, Katharina Groves, Jeremiah Houck, Michael McNamee, Laurie Mazingo, Megan Rhodes, Felix Sanchez, Gina Spiers, Patti Spoelman, Rick Swan, Courtney Greis, April Scriven, Laurie Laker, Katherine Menendez, Matti Ross. Not present: Erika Blauth, Jane Byrnes, Kris Higginbotham, Kimber Peterson
2. Approve Minutes (Laurie) all approved
3. Welcome New Members (Laurie)
4. Election Officer's Report (Michael)
5. Staff Council Roles (Rick)
6. ITL and Staff Council Lunch Feedback – (Jeremiah & Drew)
7. Treasurer's Report (Katharina)
8. Committee Liaisons' Report (Drew/Erika) –
9. Multi-Factor Authentication (Katharine Groves / Linda Petro) –
10. Other items from Committee

**OPEN DOOR (12:00 – 1:00)****Special Reports**

1. President's report (Kim Waldron) – no report
2. Human Resources – HR Director (Heather Kissack)
  - a. HR sent info on e-verify and workplace excellence and Stephanie Wurtz sent email of themes that came out of the spring conference table topics, particularly regarding diversity and inclusion. She asks SC to think about using our Staff Council lunches as a way to discuss diversity and inclusion.
  - b. Performance evaluations are still trickling in. Merit increase will be 2.7%. Salary letters will be mailed out end of June
  - c. Heather explained how they set merit increase, re: market, compression, etc
  - d. HR brought salary structure up just over 4%, in preparation of Colorado's minimum wage increase to \$12 on Jan 1, 2020
  - e. Open enrollment for benefits is going on now. If you want to make changes, do it now. If you don't want changes, don't need to do anything (unless you have flex spending acct – that has to be renewed each year). May 9, 14 and 17 are open office hours for benefits questions. Please submit any changes by May 24.
  - f. HR is reviewing mission, etc, in light of Paul Schilli's retirement. Stay tuned for updates on structure, mission, etc.
  - g. Kristin Love – new assistant vice president for volunteer leadership came with Heather and was introduced to Staff Council
    - 1) Kristin handed out a map of various regions across the US and how their representation is divided. They are working on defining a regional strategy. They want to be more thoughtful on how to engage people in a

less-silo based approach and more region/territory approach. Want to create a pipeline of volunteers that is streamlined.

- 2) Katharina asked why there is currently no focus in the south. Kristin said we don't have much "critical mass" in the south. Katharina wonders which comes first, the critical mass, or the focused attention. Kristin said there is some stuff coming up that will go to Georgia and Texas.
- 3) Rick points out that athletics tournaments are in Texas – lots of teams travel there. Rick points out there will be a huge need for volunteers once Robson is up and running. They want to develop strategic pathways to find out what is important to the volunteers – we already know what's important to us.
- 4) Megan asks if there is a scaled plan of how many events occur per city. Per Kristin, it more of a philosophy than a number. Stake holder meetings once a month based on admission will drive this.

### 3. Other Committee Briefs (committees for which we nominate staff)

- a. Athletics Board (Janet Martino) – sent a note. last meeting was cancelled due to weather.
- b. Compensation Committee (Ian Johnson) – sent a note. for comp and budge. All of their work was reported at ITL, so we all have that info now.
- c. DEAB - (Megan Rhodes)
  - 1) Faculty co-chair in Spanish and Portuguese has finished term, so new faculty co-chair (determined by faculty committee) will be coming on. Megan will continue as staff co-chair, but there will be an opening for staff (Bethany Grubbs rolling out). Staff Council will put out a call for interested people.
  - 2) Andrea and Megan met with Jill – focus was on faculty side of external review (especially retention and hiring, and the composition and structure of faculty searches).
  - 3) The committee is working on composition of DEAB. There was a recommendation in the Worthington report about having a Chief Diversity Officer. Dean will be added to DEAB (to help move recommendations forward).
  - 4) Committee is also working with CCSGA to collaborate – they wanted to be a part of DEAB, but their focus is staff and faculty. Jill's idea is to have some DEAB meetings that are opened up to CCSGA, so they are still heard and represented, without a formal position on the board.
- d. Children's Committee (Ben Hindell) -
  - 1) Ben sent a note saying that budgeting and accessibility to new hires with families is currently a major focus. Beth Dovenspike recently came up with a new tuition plan. They are playing with the idea of raising rates for non CC families. No definitive plans yet.
- e. Budget Committee (Ian Johnson) – no report
- f. Library and Information Technology Task Force (Erica Hardcastle) – no report

g. Workplace Excellence (Kimber Peterson) - no report

**Other business/future agenda items?**

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

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

1. Jeremiah – reply to Victor Torres
2. Megan – will broadcast Bethany Grubbs position to be replaced
3. Drew – Brenda, Jill, Mark Hille letter re: staff consideration for tickets at commencement (see Closed Door, item 10. b) 7), above)