

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

1. Attendance and welcome new member (Laurie, 2 min)
 - a. Roll call: Erika Blauth, Katharina Groves, Kris Higginbotham, Jeremiah Houck, Michael McNamee, Laurie Mazingo, Kimber Peterson, Megan Rhodes, Felix Sanchez, Gina Spiers, **Patti Spoelman**, Rick Swan, Drew Cavin Not present: Jane Byrnes, Megan Rhodes
2. Staff Council Lunches (5 min)
 - a. Thursday, September 20 – (Kris & Gina)
 - b. Thursday, November 15 – (Jeremiah & Erika)
3. Staff Council Events (Kris, 10 min)
4. Treasurer Report (Katharina Groves, 2 min)
5. Committees Report (Drew/Erika, 3 min)
6. Communication and feedback (Rick, 8 min)
 - a. ITL Feedback
 - b. ITL Start time

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

1. President's report (Kim)
 - a. Jill wanted us to be aware about the leadership awards. Nominations are open until November 16th. There is a link on the President's webpage and a form to submit nominations. Questions? ask Lyrae
 - b. Leadership award winners will be announced at Spring Conferences.
 - c. Regarding the athletic director search – firm of Odgers Berndtson hired to facilitate the search. They were here last week and met with dept people and search committee and had open sessions for students, faculty and staff. Now they'll put together the job description, start making calls, placing ads....Once job description is done it will be on website. Survey went out to all of CC community with same questions that the search firm asked whilst here. These answers will also inform job description.
 - d. Regarding external review of racism – external consultant Roger Worthington from University of Maryland was here yesterday to meet with steering committee, Jill, and Paul Buckley. Worthington will be in residence at CC for block 3. Others of his colleagues will be visiting CC in subsequent blocks. Update will be coming out next week.
 - e. Jill thanks everyone for all the work on family and friends weekend. Homecoming weekend is coming up in a week and a half. Family & Friends weekend went really well
2. Human Resources report (*not present*)
3. Dog Issues (Paul Kuerbis)

- a. attachment sent out last week.....not looking at policies (outside our purview) but looking at what we *can* do.
 - b. Kimber notes that dog waste = damage to landscaping and their equipment. Also issue in spaces where we eat, and ‘general populace’ places. How do we address within the scope of the policy as it exists?
 - c. Paul Keurbis replies that his was an informal study. He thinks we should take an educational approach, rather than punitive.
 - d. The groundskeepers are blaming two particular Emotional Support Animals, which generated an email blast that went out in August about the policy.
 - e. Apparently we have multiple policies and not all are aligned nor made public. So, policies need to be aligned.
 - f. Service animals *can* be off leash. Reminder that Emotional Support Animals go through fair housing, not ADA. ESAs are not allowed off leash, nor in classrooms, etc.
 - g. Paul and Stephanie Wurtz have created a poster – hard to condense all the info and get the language right. Posters should have gone up last week.
 - h. Chris Coulter has a library of photos of ESAs and service dogs, so that they know who is whom and where they live.
 - i. Kimber asks, where are we with providing plastic bags? Paul replies that some are worried this will encourage more violations. Paul ready to approach Jane and Design Review Board to see if we can add some trash cans with baggies in a few strategic locations. (Kimber also wonders if we put bags at dorm exits, would that be less encouraging of more violations?)
 - j. Paul would like to now turn this back over to Staff Council, so he can remain “non-partisan”. He will talk to Jane and committee first, and ask them to bring it back to Staff Council (Felix is part of this group, so he will report back).
 - k. Other policy issues to consider include, what if an animal bites someone? Can staff members/faculty have ESAs? How do we report violations?
 - l. We also need education for our student leadership and housing leadership (RLCs and RAs) so that those people are aware. Kimber will talk to Bethany to reinforce this, to include possibly enlarging the poster program and getting more of them out.
4. Other Committee Briefs (committees for which we nominate staff)
- a. Athletics Board (Janet Martino)
 - b. Compensation Committee (Ian)
 - c. DEAB - (Meghan Rhodes)
 - d. Children's Committee (???) *No Report this block*
 - e. Budget Committee (Ian Johnson)
 - f. ITaL (IT and Library) Committee (Erica Hardcastle) – Sent report. New name is Library and Information Technology Task Force. Several items for consideration were gathered at the last meeting, with a focus on digital library arts initiative. Lead up to 50th anniversary was also discussed.
 - g. Workplace Excellence (Kimber) *No Report this block*

Other business/future agenda items?

1. Website Updates for Felix (feedback from anyone on committee -- any updates necessary)
2. Just an FYI that the print shop is moving to Creekside at the end of December, and they will be instituting a web portal to order stuff (3 day turn around) . Mail services moving to Worner

Action Items (Gina, 5 minutes)

1. Next SC meeting wear your Staff Council shirts. We'll take SC photo then.
2. Gina to email Jeff Hartman about Ungerboeck training.
3. Kimber will email Kim Waldron that the committee spoke about a potential start time change for ITL, from 8:30 to 9am. The committee decided to keep the meeting start time at 8:30.
4. Felix will report back to Staff Council regarding the Dog Policy committee
5. Kimber will speak to Bethany about reinforcing the dog policy with RLCs and RAs.