

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

1. Attendance (1 min)
 - a. Roll call: Jane Byrnes, Drew Cavin, Katharina Groves, Jeremiah Houck, Laurie Mozingo, Megan Rhodes, Gina Spiers, Patti Spoelman, Rick Swan. Absent: Kris Higginbotham, Erika Blauth, Michael McNamee, Felix Sanchez, Kimber Peterson
2. Approve Minutes (1 min)
3. Staff Council Lunches (3 min)
4. Staff Council Events – report on fall party (Kris/Events, 10 min)
5. Treasurer’s Report (Katharina, 2 min)
6. Committee Liaisons’ Report (Drew/Erika, 3 min)
 - a. Assessment Committee – McKinley Sielaff
7. Communication and feedback (5 min)
 - a. In the Loop – Nov 15
 - b. Any items from Staff Council mailbox?
8. Update on work towards pet issues on campus (Kimber, 5 min)
9. Staff Council website (Rick, 5 min)
10. Other items from Committee

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

1. President’s report (Kim)
 - A. October was an incredibly busy month, but no big developments
 - B. Athletic director search – The search committee was on campus talking to faculty, staff and students; they then sent survey around to the campus community, alumni and parents. From all of this, the search team put together a “leadership profile” (job description), and that is now being sent out and is live on the website. An update to the community will be sent out this week. The team is also taking nominations (see president’s page). They anticipate that they will begin reviewing applications by end of this semester, with interviewing in the spring. The high quality of the applicant pool is already apparent.
 - C. The first board of trustees meeting of the academic year is starting tomorrow. The focus will be on:
 - Innovation (QUAD will be presenting)
 - Keller Venture Grant forum (Thursday afternoon)
 - Dinner with students and faculty after forum, for Keller Grant folk
 - Dinner at the President’s house on Friday. Extended Leadership group, cabinet and faculty executive committee will also be in attendance.

- D. Building, grounds and infrastructure committee will be touring campus tomorrow to look at recent renovations, planned renovations, and the master plan and seeing how things fit.
 - E. Board will also approve recommendations for honorary degrees for commencement 2019
 - F. Board will explore possible changes to harassment and other policies on campus.
 - G. They will also be hearing a presentation on the economics of higher education (given by Jill), mainly looking at peer institutions and how they are handling economic challenges
 - H. Strategic project teams are formed each year from current board members. There are four teams now
 - athletics (focus this year on women's soccer, and on logos/rebranding)
 - financial model (is our current model viable for the next 20 years?)
 - distinctiveness (is it distinctive enough to attract students 20 years from now? How do we anticipate needed changes?)
 - campaign steering (working with development)
 - I. Prof Roger Worthington, University of Maryland professor and executive director of the center for diversity and inclusion, spoke to the Council. He was hired to help CC move toward an anti-racist identity. He is in residence for block 3, and is attending classes and meeting with as many people as possible to learn about CC, its culture and history. At the end of his residency, he will be writing a report with recommendations – it will be delivered in December. The initiative will be months in developing, and years in putting into practice. He is happy to meet with anyone – set up via Victor Torres (paraprof).
 - J. Laurie asks, “how do you know you’re talking to people with different perspectives?” She hasn’t seen opportunities to contribute to the conversation advertised. Worthington replies that he is talking to as many as possible, but asks us who we think he might need to speak to.
2. Human Resources report
 - A. No report (no Lisa), but CC is adding sick leave for exempt staff. It will begin to accrue beginning January 1. System for determining accrual rates not yet finalized, but will be discussed at ITL.
 3. Other Committee Briefs (committees for which we nominate staff)
 - A. Athletics Board (Janet Martino)
 - B. Compensation Committee (Ian Johnson)
 - Committee is working on a few changes (unspecified) with the presidents/finance office – more information to come.
 - C. DEAB - (Meghan Rhodes)
 - DEAB will be meeting and connecting with Worthington at a meeting on Friday (along with Alan Townsend) to pick back up with DEAB report as they ended last year, and re-prioritizing for coming year. More updates to come.
 - They are looking at opportunities for faculty/staff interaction (for example, a Rastall lunch plan, faculty taking out staff for lunch or vice versa.....).

- They are looking at employee retention goals, specifically on exit interview and campus applicant experience (from a faculty perspective, not staff).
 - They're also working on the Presidential Leadership award selection (still, always, they need more nominees).
 - Lastly, they have established an email for contacting DEAB. It will be announced at ITL
- D. Children's Committee (Ben Hindell)
- E. Budget Committee (Ian Johnson)
- F. ITaL (IT and Library) Committee (Erica Hardcastle)
- G. Workplace Excellence (Kimber Peterson)

Other business/future agenda items?

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

Action Items (Gina, 5 minutes)