

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

1. Attendance (1 min)
 - a. Roll call: Erika Blauth, Jane Byrnes, Drew Cavin, Kris Higginbotham, Jeremiah Houck, Michael McNamee, Laurie Mazingo, Kimber Peterson, Megan Rhodes, Felix Sanchez, Gina Spiers, Patti Spoelman. Not present: Katharina Groves, Rick Swan
2. Approve Minutes (1 min) - Laurie motioned, Jeremiah and Jane 2nd, all approved
3. ITL Feedback (Kimber, 3 min)
 - a. Process for Q&A
 - b. Audio/video recordings
4. Update on crosswalks (Katharina, 2 min)
5. Staff Council Lunches (5 min)
 - a. Thursday, November 15 – (Erika & Jeremiah) – feedback
 - b. Thursday, February 14 – (Kimber & Jane)
6. Treasurer's Report (Katharina, 2 min)
7. Committee Liaisons' Report (Drew/Erika, 3 min)
8. Communication and feedback
 - a. Any items from Staff Council mailbox?
9. Other items from Committee

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

1. President's report (Kim)
 - No report
2. Human Resources report (Laurie)
 - a. We hired Heather Kissack as new HR director. Heather will begin January 21.
 - b. Regarding sick leave for exempt staff, accrual is in process. They expect to have all of that uploaded and ready to go in SSB before break, so people can take a look and have an opportunity to respond or ask questions.
 - c. Regarding holiday pay for hourly staff, for the most part, winter break covers 11 days. If someone is required to work, they get premium pay (pay x two). More about this will be communicated to those staff and their supervisors. Work on actual holidays is paid at 2.5x.
3. Other Committee Briefs (committees for which we nominate staff)
 - a. Athletics Board (Janet Martino)
 - Sports update (as of December 4, 2018):
 - Men's and women's cross country teams both placed second in the SCAC and will be participating at the NCAA regionals.
 - Women's soccer finished 10-7-2, their first winning record in 4 years. They placed 5th in their conference and won the Colorado Cup for the first time.
 - Men's soccer finished the season 13-6-1, with 11-4-1 in the conference. They did not qualify for the tournament.

- Volleyball won both the conference regular season championship and the conference tournament championship, and will compete at the NCAA regionals, advancing to play in Pittsburgh if they win.
 - Swimming started the season with M 3-1 and W 4-1.
 - Hockey is 4-3-1
 - Men’s basketball opens at home and women’s basketball begins their season at Whittier.
 - The board discussed how they focus on different athletics each year. Last year the focus was hockey. This year, women’s soccer.
 - They also discussed and voted on the charge for the board this year, got an update on Robson arena plans, and discussed the policy on recruiting visits.
- b. Compensation Committee (Ian Johnson)
- c. DEAB - (Meghan Rhodes)
- DEAB is voting on presidential leadership awards for diversity and inclusion today. Nominations are up over last year. The winners will be announced at spring conferences on January 25.
 - Meghan met with Barbara Wilson to look at staff exit data from various demographic views, to see if there are any things to be aware of. Barbara will present to DEAB in February; Meghan can ask Barbara to come present this info to Staff Council as well.
 - Meghan and the faculty co-chair met with Jill and Alan. The president and provost are hoping that DEAB can focus more on Dr. Worthington’s recommendations so, over the next few blocks, that will be their focus. Jill wants Staff Council to take over previously proposed staff/faculty collaborative endeavors, instead of DEAB, and to perhaps accomplish that within the framework of existing programs (lunches, etc.). Kimber asks if we do this, from whose budget would lunches, etc. come? Meghan believes Jill thinks we can do this from our existing budget.
- d. Children's Committee (Ben Hindell)
- e. Budget Committee (Ian Johnson)
- f. Library and Information Technology Task Force (Erica Hardcastle)
- g. Workplace Excellence (Kimber Peterson)
- Kimber says there is a Workplace Excellence meeting today, so she will report next time.

Other business/future agenda items?

1. Website Updates for Felix (feedback from anyone on committee -- any updates necessary)
 - a. How long should we leave minutes up?
 - We can change the form to ask how long the original poster wants it to stay up on the website.
2. Other
 - a. Patti asked about how best to communicate issues she receives back to council.
 - It can be emailed to co-chairs and ask to add it to the agenda.
 - b. Regarding survey on recognizing staff/faculty
 - The received over 50% responses.
 - People do not like the food at the zoo.
 - The block project meets tomorrow and will send out a report beginning of January.

- c. Felix reports
 - An email will go out today detailing the print shop move and launch of the online ordering site.
 - There will also be announcements about mail services moving to Worner (because central services will be razed for Robeson Arena).
 - Will be instituting a 3 day turnaround. Rush jobs will cost more.
 - They will also send out paper stock books, so everyone knows their options.
- d. Kimber asked Gillian (visiting from advancement) if we had results from #givingtuesday. We do not. Colorado Gives is on this Thursday, 12/6
- e. Jeremiah asked Gillian about employees giving campaign – are we doing that again?

Action Items (Gina, 5 minutes)

1. Meghan will ask Barbara to come to Staff Council in February to talk about exit data.
2. Jeremiah will speak to lunch attendee with race issue and ask if she wants follow up with Dr. Buckley.