

1. Attendance (1 min)
 - a. Present: Erika Blauth, Jane Byrnes, Drew Cavin, Katharina Groves, Kris Higginbotham, Jeremiah Houck, Laurie Mazingo, Kimber Peterson, Felix Sanchez, Patti Spoelman, Rick Swan
 - b. Not present: Michael McNamee, Megan Rhodes, Gina Spiers
2. Approve Minutes (1 min)
3. Block Project on Recognition/Events (Laurie, 5 min)
4. Staff Council actions to support antiracist work on campus
5. ITL and Staff Council Lunch (3 min)
 - a. Thursday, February 14 – (Jane & Laurie)
6. Election Officer's Report (Michael, 2 min)
7. Treasurer's Report (Katharina, 1 min)
8. Committee Liaisons' Report (Drew/Erika, 1 min)
9. Other items from Committee

OPEN DOOR (12:00 – 1:00)

Special Reports

1. President's report (Kim Waldron)
 - a. Board Meeting last week: it was a great meeting, high attendance. Had the Campaign Steering Committee (trustees, alumni, parents) on campus and Parent's Council on campus at the same time.
 - i. Armstrong Quad re-named "Tava Quad" (Ute word meaning "sun mountain" aka Pikes Peak). Will be working on signage, communications, blessing ceremony. The use of that space will not be changed, aside from more formal recognition of the significance of the land. Will have a garden of indigenous medicinal herbs. Board was unanimously supportive.
 - ii. Approved tenure for 5 members of the faculty. Up on the website. 7 faculty members who are retiring, granted Emeritus status.
 - iii. Approved honorary degrees to opening convocation in the fall.
 - iv. Approved comprehensive fee (tuition, room, board) – 4.5% increase from this current fiscal year. Increase to faculty and staff salary pools per recommendation of campus budget committee. Will fund increase in financial aid. Funding for advising initiative with Dean's and Provost's office so students don't fall through the cracks.

- v. Climate change – heard reports from Jill and Alan who went to the UN Climate Change Summit in Poland in December. Mark Smith’s class was also there and two trustees. Conference impressed the serious nature of climate change and provided hope for change. Next year, a campus task force will be put together – want to be carbon neutral by 2020 and this group will examine what else we can do to meet that goal.
- vi. Anti-racism agenda: heard from Provost, FEC, student government about ongoing discussions about the report and beyond. Felix and Jane Turnis gave great presentation on untold stories. Lots of good ideas about having a physical space to highlight those stories – prospective student could hear them? Etc.
- vii. Event at FAC celebrating 100th anniversary.
- viii. Campus master plan discussion: Robson Arena (campus and community relations) – ongoing discussions

2. Human Resources – HR Director (Heather Kissack)

- a. Performance Excellence time of year. Supervisors and employees should be having developmental conversations all year and this is culmination of that action. A time to look at progress toward goals set last year and determine goals for upcoming year. All employees should note the timeline available on the HR website. Self-assessments are due to supervisors by March 22nd. We would like to separate performance development process from compensation so work is timed to be finished prior to compensation communications. See full timeline at:
 - i. HR will host two information sessions to discuss the performance excellence process: March 4 & 10 @ 1:30pm in Yalich (more campus-wide communications to come soon). Any employee/supervisor is welcome to attend.
 - ii. As in year’s past, employees must be hired prior to Sept 1 to be eligible for a compensation increase July 1st.
- b. HR wants to collaborate with Staff Council and others to implement some of the recommendations from the block project on staff appreciation.

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

- a. Athletics Board (Janet Martino): All NCAA proposals were adopted with the exception of adding 3-day acclimatization period to pre-season men’s soccer. Colorado College will host an Esports SCAC championship tournament next year. There is a lot of conversation at NCAA about how Esports fits into athletics. The CC Trustees will meet Feb 22 and discuss updates to the tiger logo, plans for Stewart Field, a review of academic policies and course attendance policies.
 - 1. ESPORTS is a big topic right now. Will it become NCAA sport? TBD. Lots of interest and also concerns.
 - 2. Conversations ongoing about updating (not changing!) the tiger logo. Lots of brand power, Felix says, so they don’t want to change it too much.
- b. Compensation Committee (Ian Johnson) – no report at this time.
- c. DEAB - (Meghan Rhodes) – plans to create a dashboard to document and update progress on diversity initiatives; Plans to add faculty representation to DEAB after consultation with the FEC; discussion on student participation on DEAB which was

rejected because not in alignment with mission; next meeting devoted to identifying initiatives based on Worthington Report.

- d. Children's Committee (Ben Hindell) – no report at this time.
- e. Budget Committee (Ian Johnson) - no report at this time.
- f. Library and Information Technology Task Force (Erica Hardcastle – no report) – no report at this time.
- g. Workplace Excellence (Kimber Peterson) - no report at this time.

Other business/future agenda items?

There were no website updates for Felix
Staff Council Co-chair elections at March meeting
Establish/confirm meeting with Provost to discuss antiracist work

Action Items

- If anyone has ideas or additional input for next staff council lunch, send that information to Rick.
- If anyone has additional ideas or input around actions Staff Council might take to advance the antiracist campus initiative, send those ideas to Staff Council co-chairs.
- Think about who you would nominate (or self-nominate) as Staff Council co-chairs for next year. We will elect at March Staff Council meeting.