

## Block 8 Staff Council

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

1. Attendance (1 min)
  - a. Roll call: Drew Cavin, April Scriven, Katharina Groves, Michael McNamee, Katherine Menendez, Robyn Haynie, Meg Remple, Andrea Culp, Lisa Ruth, Anneke Bruwer, Mattie Ross
2. Approve last meeting's minutes (1 min) Approved
3. New members
  - a. Welcome and Introductions: Jennifer Golightly, Kaylee Crivello, Mark Lee, Dale Wilson, and Steph Nichols.
  - b. Mattie Ross will be leaving Staff Council. Katherine Menendez, the new Elections Officer, will start the search for her replacement.
  - c. Drew Cavin gave an overview of Staff Council's meeting format and role at the college.
4. Officer Elections
  - a. Co-Chair – Andrea Culp
  - b. Co-Chair - Katherine Menendez
  - c. Keeper of Minutes - Meg Remple
  - d. Treasurer - Robyn Haynie
  - e. Committee Liaisons – Lisa Ruth & Courtney Greis
  - f. Volunteers for ITS – Mark Lee
  - g. & for Events – Jennifer Golightly, Steph Nichols, Kaylee Crivello
5. Compensation Committee results
  - a. Elected members: Chad Schonewill & Cathy Buckley
6. Josh and Johns
  - a. Survey is ready and will be sent out this Friday.
  - b. Gift certificates to be distributed by 5.21.2021
7. Handbook
  - a. Paraprofessional eligibility: For now, the bylaw recommendation on eligibility to serve was withdrawn until we review the best way of representing paraprofessionals.
  - b. Reoccurring committee service: Under VACANCIES (p. 4, #6), this amendment has been included: If a staff member had previously served on Staff Council and would like to serve again, they must wait a full term off, in this case three years, before rejoining Staff Council. This allows for more staff representation.
  - c. Also added, p. 7, Section V, #1: If a staff member would like to rejoin a committee that they had previously served on, they must wait a full term off before being nominated or nominating themselves to join. However, there is no wait time for staff who are either serving on a campus committee or coming off a committee and would like to join a different campus committee. In other words, staff can serve on multiple campus committees at the same time.
8. Other issues
  - a. Staff Council expansion: Drew suggested that this is a good time to audit all the representative departments in Staff Council. Some groups are much larger. Is the current system representative of the staff at Colorado College?
  - b. Paraprofessional representation: Will continue discussion of options for paraprofessionals to join Staff Council—perhaps as representatives for their respective departments or with their own representative as a member-at-large or liaison.

9. Treasurer's Report: none
10. Other news: The college is hosting a Retiree event at the Garden of the Gods Club this summer, for anyone who retired during the last two years. They will be allowed one guest.

**OPEN DOOR (12:00 – 1:00)**

**Special Reports**

1. President's report – Lyrae
  - a. All staff, faculty and students will be required to submit proof of COVID-19 vaccination by August 1, 2021. Individuals may apply for exemption due to religious, medical, or personal reasons. The cabinet is actively working on defining what constitutes a personal reason. The reporting process will be private and confidential.
  - b. The College is sponsoring a COVID vaccine clinic on May 8, 8 a.m. to noon. This is open to the entire campus as well as the community. Please encourage individuals to sign up.
  - c. The Return to Campus survey results have been submitted and the College's plan for returning to campus is being evaluated now. Thank you for your responses to help with this process.
  - d. Summer events on campus is still under review.
  - e. Updates to travel policy and visitor's policy are also under review. Do not expect any changes until after graduation. Watch your e-mail in June for lots of updates and communications from the College.
2. HR report – Laurie Mazingo
  - a. Deadline for open enrollment is May 31.
  - b. July 1, 2021 the College will reinstate the full 10% retirement contribution.
  - c. Merit increases will be given this year. Extraordinary merit options are available.
3. Other Committee Briefs (committees for which we nominate staff)
  - a. Athletics Board (Lyrae)
    - i. Matt Kelly, Update on Tiger ExCCellence: Assistant A.D. for Athletics & Advancement Matt Kelly discussed the rebranded giving, now known as Tiger ExCCellence. He presented a deeper dive into sports giving, annual fundraising and alumni participation numbers. The re-branding launched 1/28/21. Athletics and Advancement have sent 3000 directed emails and 3000-4000 social media messages. Resulting from these messages have been 81 gifts, 130 donors for \$37,829 raised between 1/28-3/31/21. Giving is outperforming all previous years. While we are behind in donors, we are up in dollars. Advancement/Athletics is also having mini email campaigns celebrating Athletic success. Matt expects \$300,000 total giving this year, with giving day occurring on May 12. For fiscal year 21-22, Advancement/Athletics will be maintaining and growing with new territory yet to be mined. Overall, there are positive feelings about athletics. Social media outreach will continue to grow as it is very informative about athletics – so many students are involved, and it touches so many alumni. The Tiger Brand is Championship Culture. Ten thousand contacts were made the Monday after the launch of Tiger ExCCellence. Fundraising and an aspirational branding tool – Championship Culture-- have been linked. Building the Robson has given us exposure and increased opportunity for giving.
    - ii. Update on Status of Sports: Volleyball continues to be ranked #1 in the nation. They are #1 seed in the SCAC tournament – the NCAA championships are

canceled for Fall sports playing in the Spring. The SCAC tournament plays for three weekends. Men's Lacrosse won against nationally ranked opponent Christopher Newport, launching the Tigers into the top twenty nationally. This has been the highest ranking for men's lacrosse in the program's history. CC is hosting the conference tournament for men's lacrosse. The team is hopeful that they will get an at-large bid to play in the NCAA tournament. Women's soccer has ended with their final game against USAFA being canceled due to a Falcon covid case. It was a good season and women's soccer were third in their division. Men's soccer is ranked in the top 4 and the conference championship game is soon. There will be multiple championships in the next few weeks. Josh Fry from track is #2 in the country in the 5k meter. We are hopeful he will make it to NCAA competition. Thanks to everyone for their hard work!

- iii. Hockey Update: Kristofer Mayotte was hired as the men's hockey coach. He is the right fit at the right time and is considered a rising star in the hockey world. Joe Ellis and Pedro deAraujo were on the advisory group for his hire. There has been a positive community response. Kris is energized to be a leader and is a vibrant relationship builder. He is eager to make contacts with the faculty and promote student success in the classroom as well as on the ice.
- iv. Spectator Policy Updates: The Scientific Advisory Group (SAG) has allowed students, staff, faculty and their household members to attend outdoor athletic contests – up to a maximum of 100 people. We are hoping that with the championships parents may be allowed to attend outdoors.
- v. NCAA infraction report: When recruiting a transfer, CC must have the other school's permission to speak to the potential transfer. Men's basketball had a student reach out, but the CC coach did not have permission to speak with him. This was considered a minor infraction.
- vi. NCAA rule changes/update: Season of eligibility: A rule change has been made for football, baseball, basketball, and hockey = they will not have to sit out a year of playing – this is a one-time exception. It is unknown at this time if transfer portal activity will increase because of this. A player cannot be on 2 different teams in the same season. With players having an additional year of eligibility due to covid, there may be unintended consequences for high school juniors and seniors wanting to enroll and play on scholarship. Scholarships may be impacted as well, but according to the NCAA, schools can go over the cap for the one season. Budget impacts are unknown. The transfer portal may be impacting returners in a similar manner as high schoolers.
- vii. Other business: Jamal invited participation for his block 8 American Sport and Society Course. Joe Ellis agreed to speak during the course at the Sport as Career Day. Anyone else who wants to participate, please contact Jamal.
- b. Budget Committee (Lucie)- Rosalie Rodriguez joined our meeting to talk about what antiracism should look like in budgeting; We discussed 2021-22 COVID projections; We are working on finalizing recommendations to Co-Presidents.
- c. Compensation Committee (Lucie)
- d. Children's Committee (Danielle) - The Children's Center has nothing new to report for April.
- e. DEAB (Anneke) -
  - i. DEAB is working on a DEI support flowchart for faculty, staff and students to use to navigate where to find best and appropriate DEO resources.

- ii. We are also working on a DEI Directory to accompany the flowchart where individuals can opt into disclaiming their DEI specialties and what support they are able to provide for training, education, etc. for faculty and staff - whereby we don't just look to a select few to provide that DEI support but look to one another as well.
  - iii. We are still participating in faculty and staff searches as the DEI representatives.
  - iv. DEAB staff representative have completed the final drafts of the updated EOE, Diversity and Disability statements for staff job postings and job descriptions.
  - v. We are starting to work on our end of year report to the presidents and our transition document.
- f. Library and Information Technology Task Force (Sara) -
- i. Library leadership structure- Steve submitted his proposal to Claire Garcia and she discussed with co-presidents. Steve has been tasked with identifying costs associated with the new structure and how to do that with current salary pool. He will work with Mateo next week to discuss further.
  - ii. Library staff is working to address burnout. They have determined the library will be closed from May 27-May 31 to support staff taking vacation. This decision has been approved and will be announced soon so faculty planning for A block can plan accordingly.
  - iii. ITS- Discussion regarding software and hardware use that may be needed for next year. Plan A is all on-campus classes, but Plan B may include other options. Currently there are only 2 classes outfitted with the ability to have classes that are occurring in person and virtually at the same time. Faculty on the task force said it could be very difficult with larger classes, but we should consider what options exist and how to be prepared. We also discussed the importance of considering microphones and sound, particularly discussing students with hearing-related disabilities. We discussed that licenses that began this year (Zoom for example) will continue next year as well. We discussed outdoor classes and the need for better sound and consideration for students with a variety of disabilities, if more classes are outside. Accessibility Resources is currently working with the Registrar's office related to the few classes that are currently being held outdoors.
  - iv. Library food pantry- Being offered on Mondays from 12:30-2:30. Grab and go prepackaged food. Partnership between the Library and a variety of clubs/orgs on campus. Students have been using it more each time it is offered, and it will continue through the end of the school year. They will reassess for summer depending on how many students are around and needing additional support.
  - v. Self-Study- The leadership structure proposal was a larger part of a self-study that is being written mostly by Cate Guenther and Steve regarding the library. This will be sent to Claire and President Richardson. Once in final draft form, Steve will ask task force to review as well.
  - vi. We congratulated and thanked our graduating senior on the team, Taylor. Also noted that Cate will be having a baby in June and will be out for part of the summer.

#### 4. Open floor

**Website Updates -**

**Action Items—(1 min)**