

Staff Council Meeting Minutes
Armstrong Boardroom
February 28, 2012

Present: Weston Taylor, Rebecca Harner, Naomi Trujillo, Annette Megneys, Kathy Butler, Jayne Blewitt, Andrew Watson, Michelle Swepston, Kimmy Peterson, Stormy Burns, Sara Rotunno

Visitors: Chad Schonewill, Angela Himes, Marj Webster, Lyrae Williams, Dave Armstrong, Joseph Sharman

Welcome of Visitors.

Computer Refresh program. - Lyrae, Chad

There is a variety of types of computer equipment that staff members request in order to do their jobs. But are the requests due to need or merely a desire to have access to newer technology funded by the college? The Capital Equipment Review Committee wants to establish guidelines and procedures based on staff needs rather than desires. The committee will be talking with various constituents on campus (ITAL, Staff Council, FEC, etc.) and will move forward then with a recommendation. Feedback from Staff Council and visitors ensued. Among the issues:

- Macs cost more than PC's
- Good technology does not come cheap.
- Budget for computers was cut 40% and not increased in three years.
- If standards are put into place, how will exceptions be handled? By form? By supervisors input?

Action: Encourage folks to send additional comments to Lyrae.

Block 7 Staff Council Supported Event.

Kimmy proposed we provide refreshments following the Music at Midday event on April 11, 2012 starting at 12:15 in Packard Hall.

Action: Moved and seconded to support. Motion carried.

SC lunch.

Michelle reported that nine people attended and it was a nice mix of people. Discussion points included:

- 3- and 5-year timelines for compensation.
- Year-to-year contracts re: exempt and nonexempt.
- The review process and all its forms.
- Committees and why are they formed.
- Search committee members.
- Positive attitudes about Jill Tiefenthaler.

"Non-Essential Staff"

A staff member had seen this epithet in an announcement saying that all non-essential staff would be able to attend an event. The staff member objected to this phrase as being derogatory. Discussion ensued. Many felt that it is a common phrase used merely to distinguish from "essential" personnel, or those who cannot leave their post. It comes from a military usage. Most felt it was not used in any derogatory manner.

Action: Feedback will be given to the staff member who brought this to our attention.

CC Fair Labor follow-up

Joseph related that, in 2003, President Celeste committed Colorado College to pay a minimum self-sufficiency wage of \$9.64/hour based on the two-adult-two-child standard. This decision was based on a recommendation from the Ad Hoc Committee on Fair Labor in 2002. However, commitment to the self-sufficiency wage has not been maintained. The 2011 two-adult-two-child standard for El Paso County is either \$13.42/hour or \$12.79/hour, depending on whether one of the children is an infant or a school-aged child. The minimum wage Barbara Wilson announced at the recent In the Loop meeting was \$11.06/hour.

Action: Co-chairs will follow up with President Tiefenthaler.

Budget Committee Report. Marj Webster reported that we don't know yet if the budget has been accepted. Marj is soliciting input from Staff Council as to what recommendations we might have for spending the \$250,000 Strategic Investment funds for 2012-13, as well as needs to be covered by the budget for 2013-14. It was moved and seconded to have a special Staff Council meeting to discuss our recommendations for the what to do with these funds. Motion carried. Marj is invited to this meeting as well.

Action: A special meeting will be scheduled.

Policy Meeting with Barbara Wilson.

Michelle Swepston, Joseph Sharman, and Angela Hines met with Barbara Wilson and Pam Butler in Human Resources to present our list of priorities for which policies should be updated/revised first. Also mentioned were issues raised by some staff members regarding overtime and personal liability when driving one's own car for college business.

Feedback on In the Loop meeting. Weston reported that only 31 survey responses have been received thus far regarding the In the Loop meeting. A couple of points were mentioned:

- 45% of the respondents agreed that less than once a month was sufficient.
- 73% preferred to have the meetings during block break .
- Best time to have the meetings is 8-9 a.m.
- 73% want time for a "Question and Answer" period.

Campus Climate Survey

Weston reported a suggestion that Campus Climate Survey be launched next October in order to be more reliable. This was agreeable.

El Pomar closure.

There was a request from some staff members who would like to see CC offer a stipend in order to join a gym while El Pomar is unavailable. It was agreed that this is not essential, seeing as we don't currently pay for services to El Pomar. It was noted that one of the amenities CC does offer is a waived YMCA entrance fee. A question was raised whether there will be a usage fee once El Pomar reopens. Ken Ralph will be consulted on this point.