

## Staff Council Meeting

Tuesday, May 1, 11:30 a.m., Armstrong Board Room

Member Present: Weston Taylor, Rebecca Harner, Michelle Swepston, Randy Nehls, Andrew Watson, Naomi Trujillo, Stormy Burns, Mark Lee, Annette Megneys, Noel Black, Linda Petro

Visitors Present: Joseph Sharman, Marj Webster, Brenda Soto, Nancy Fox

- New members of Staff Council  
The election produced two clear exempt staff winners – Brenda Soto and Joseph Sharman. Congratulations!

There was a three-way tie for the two non-exempt positions! Nancy Fox, Kelly Tinan, and Kelly Hugger. Co-chairs will contact the three to see if someone is willing to serve out a one-year term, as Kimmy Peterson has announced that she's stepping down. The other two positions will serve the full three years.

The at-large member is Jessica Copeland. Congratulations, all!

- Ombuds nominations.  
Rebecca Harner collected 5 nominations from staff members for Jane Cauvel's replacement as Ombudsperson. After deliberation, Staff Council voted to submit the names of Libby Rittenberg and Laurel Mcleod for consideration to this position.
- Search Committee Letter (direct reports cannot serve on search committees). After discussion of the draft letter, it was decided that Rebecca Harner and Linda Petro would continue to work on the wording.
- Community Lunch Discussions. Weston Taylor reported several suggestions:
  - 2 main points:
    - Keep doing these small, purposeful discussions.\*
    - Develop a culture of lifelong learning throughout the institution (incorporates more teaching/learning, expand fall conference, strengthen managerial abilities across campus (training!), shadow other workers, and work smarter).
  - 2 secondary points:
    - Need to promote the feedback loop everywhere on campus, and especially imbed it in next year's strategic planning process.
    - Improve BOTH intrinsic and extrinsic job-satisfaction factors.

\* companion ideas: do this through the ombuds office, schedule them so more non-exempt may participate, limit them to the first semester, fund it so everyone who wants to can do it, meaning several lunches per week.

700  
-130  
570/7 = 81 more lunches

Ideal composition: 3 faculty, 2 non-exempt, 2 exempt  
2 new employees (3 yrs or less)  
1 or 2 retirees

It was moved and seconded for Co-chairs will take these ideas and suggestions to a meeting with President Tiefenthaler on Friday, May 4. Motion carried.

- Committee Nominations – meeting time  
This will be handled via email.
- Elections – documentation follow-up  
Annette Megneys will send this out to Staff Council members via email.
- Report from Budget Committee  
Marj Webster and Randy Nehls attended the Budget Committee meeting. Randy is now the 2<sup>nd</sup> staff member, replacing Ava Shawkins. Units which have responded to the request for strategic investment proposals:

FEC  
Advancement  
Communications  
Staff Council  
Information Mgmt  
CCSCG  
Athletics  
Finance & Admin  
Enrollment Mgmt  
Student Life  
Dean's Office

In addition, there is a proposal for seed money to move forward on a new "revenue positive" project.

On May 2, the committee will hear the last of the presentations. At our final meeting of the academic year, May 16, we will decide on recommendations to forward to the President for use of the \$250K in funds.

- You Rock  
Michelle Swepston reported on a recognition program from HR. It's a "rock" that sits on a person's desk for 2 weeks and then passed on to another deserving person.

- Michelle Swepston reported on concerns from some staff about whether El Pomar will start requiring fees from staff and faculty to use their facilities. The official word from Ken Ralph is that there has never been a conversation about fees for staff or faculty. The only thing discussed is the possibility of having usage fees for people desiring permanent lockers in the facility, and even that has not yet been determined.
- Linda Petro reported on a conversation she had with a staff member. The staff member was looking for ways to help CC during work hours, saying that her time outside of office is spoken for. The staff member doesn't feel she can find the time to serve on a committee. Ideas around the table included: volunteering at the soup kitchen, crowd sourcing, or tagging media photos for the CC website, volunteering for KRCC during fund drives. We can put these and other ideas on the Staff Council website, and we can ask Jill to strongly recommend to managers/supervisors that all staff members be allowed time to serve on committees.
- Athletics Board  
Annette Megneys reported that Ralph Bertrand is requesting clarification on the qualifications of the exempt staff members on the board, according to NCAA rules. It was agreed that Staff Council will recommend Josh Bailey be appointed to the Board, replacing Jay Maloney. Annette will follow up concerning other staff positions on the Board.

Respectfully submitted,  
Rebecca Harner