

Staff Council Agenda 2-23-22

Present: Jeff Hoyer, Angela Boyer, Leslie Quinn, Ed Lovitt, Jason Arnett, Caitlin Murphy, Jill Sigler, Kim Steinmetz, Kristy Howell, Alison Weber, Mary Anne Matos, Karen Koller, Sean Bergman, Betsy Timm (by Zoom), Kaitlin Krumsick, Carol Gard (by Zoom), Jimmy Keaton, Latonya Hood

Absent: None

- Collaboration with HR?
 - Options for the group:
 - Continue with a 1:1 relationship between the Staff Council Chair and an HR Representative
 - Continue requesting written responses from HR, on HR related issues submitted to Staff Council, which will be published in the meeting minutes
 - Group agreed this should continue regardless of other decisions
 - Create a sub-committee to meet separately and regularly with HR
 - Suggestion that if we decide on a sub-committee, that group would meet with ANY areas necessary (HR, Dining Services, Bookstore, etc.)
 - Other?
 - Caitlin Murphy and Leslie Quinn met with HR yesterday
 - HR requested to be notified of any HR issues, regardless if Staff Council moves forward with that particular issue or not
 - Discussion:
 - Continue requesting written responses from all areas, including HR, to publish in the minutes
 - Transition to system/process
 - Mixture of long term and short-term staff council members if/when forming a sub-group
 - General approval/consensus from this group before passing information to other areas
 - Help staff feel trust in the processes available for them ot have their voice be heard on issues that concern them
 - Clarify what Ethics Point is for
 - Factions
 - Anonymous options for submission
 - Balcony
 - Multiple interpretations
 - Common goals
 - How do we share information?
 - Does HR need a separate submission form?
 - Suggestion to only include submitted topics in the minutes once they have been discussed by the group
 - Any topics that we don't get to at a meeting should be left off the meeting minutes until the topic is addressed by Staff Council
 - Understanding
 - Why are we here?
 - College Council reps' perspective

- Collective issues
- New Topic Requests
 - See below for comments
- Updates on Topics in Progress
 - No discussion on these at today's meeting

New Topic Requests for 2-23-22

1. Request for staff to receive compensation for higher levels of education.
 - Jason Arnett motioned that we forward this topic (paraphrased) to HR for a written response, the motion was seconded by Kristy Howell, and passed unanimously
2. Concern about rising COVID numbers
 - Robin Judkins motioned to refer this topic to IRT, the motion was seconded by Angela Boyer, and passed unanimously
3. Remaining topics carried over to the next meeting

Topics in Progress:

1. New Staff Orientation – Closed but will all staff be able to see the PowerPoint?
2. Staff Sabbaticals – Ed Lovitt and Kaitlin Krumsick. Strategic plan goal strategy and next steps for facilitating discussion with key stakeholders.
3. Building Connections and Employee Engagement - Update from strategic plan groups on how we may assist. Update from Kaitlin on draft list of staff tour opportunities across campus.
4. Request for Continuing Education instructors to be able to receive JCCC credit tuition assistance – Leslie and Caitlin will be meeting with Leslie Hardin to gather information.
5. Request for staff areas to have flexibility in determining their staff performance review timeline to accommodate high volume timeframes.
6. Request for employees to be able to earn paid time off by participating in an employee health and wellness program.