

This is our town hall session for the staff council at JCCC. This is our second and final one for this school year. And you'll hear more about what we've done in house town halls fit into our communication plan. As we move through this presentation. My name is Jeff Boyer and I am the chair of staff council right now. And so I'm gonna go ahead and take us through a few of these slides. There will be time at the end for you to ask questions and we will try to give you our best answers. So go ahead and jot questions down while we're going through and we'll give you some time there at the end. First thing we always want to point out when we are talking about staff council is what is staff council? Staff council was created last year and it was part of JCCC shared governance plan. The model you're looking at on the screen right now, shoot us that model for how we are handling shared governance at JCCC. We have the presidents or the College Council in the center with the president as the chair. He's actually a co-chair with Jason Arnett, who's also chair of that college council. College Council is made up of the various groups that you see in the little circles around. The Board of Trustees has one member right now. Our member from the Board of Trustees is trustee Mark Hamill. We have one member from the president's cabinet right now, that is Elisa Waldman. We have two student senators. Yes.

And Kaylee. Kaylee Kylie, I can't remember. Her name is Ken Lay Jeff. Thank you. Kim Lee. And then we've got our faculty are represented from three from the Academic Branch Council. We've got our president of the Faculty Association, Brett Cooper, president of the BBC, which her chair, I don't know if it's present or chair. Very Bailey.

And then also Fuller who is leading the adjunct council. And then for the counselors, we've got start to score. Yep.

And then staff council, as you can see, we have six positions on our staff council. You're going to meet all of us at throughout this presentation. And you'll see, when I show you everybody's picture, you'll see which of us are on staff council. Who tell you that I'm on it right now because the way our bylaws work, the chair of staff council is always on college council for the year that that person is chair. This is my first fully last year on the college council. So this is how the college is choosing to structure our shared governance. But when we started to look at shared governance, which was something that we had suggested to us as part of our Higher Learning Commission review. We talked about how do we handle that? And I'm borrowing something. I heard Dr. Mcleod say, it's about voices, not votes. So what is shared governance? It is still new to us. But what we're creating, and I feel pretty good about where we are in year two, I've described staff council this year as still being in the toddler phase. You're going to hear a little bit about what we've accomplished this year. But for me, what we're pushing for is to make sure that voices are heard as well as voices are listened to. So we're trying to create a better path forward for us to have some influence as a staff. One of the things that we're learning is that we have the opportunity to improve the way we communicate on campus. So you'll hear several of our topics about communication. You'll hear about one particular toward the end that we have raised up. And we believe that communication is very important. We're trying to do what we can to help the entire campus improve our communication cycle. So how are we doing that? Well, under this topic of voices, not votes, we think it's important to listen. And so we have determined that that is something we are figuring out and have have ventured into within our group in staff council. There are 19 of us in the staff council right now. And those 19 represent all of you the entire college. We had to start by learning to listen to each other. We needed to learn to have the quiet folks against the floor and speak their mind. And some of us noisier folks shut up every so often and listen. I think at this point in our toddler phase, we're doing very well. I feel comfortable with the 19 in the room. I think everybody in the room has felt comfortable enough to speak and it doesn't mind when we'd call on them for their opinion. So we start by listening to each other, but I also want us

to be sure we listened to you. How do we listen to you? We've got several ways. You worked with us. You're going to see everybody's picture during this presentation. And you know us. You have a representative on staff council. And if you don't know who that is by the end of the presentation, you will know who they are. So you can just talk to any one of us. Doesn't have to be your rep. It can be any of us, but you can just talk to us in the regular course of the day. We also have two times a year, as I mentioned, our town halls, this is one of them. We always record the town halls. This one is being reported are one in the fall was recorded. When we record these were choosing to do them still in Zoom because this allows us to reach out to staff members who maybe aren't on campus or our remote working on the day that we have this. Or just feel more comfortable zooming in or they aren't even wanting to attend this meeting if they want to watch it later. So we report these two town halls, which will include, as I said, a question-and-answer session. So we're ready to listen to you at the end of this presentation. We also do a question-and-answer session in our all staff meetings. The all staff meeting, we did one in the fall. We did another one at the start of this spring. You'll hear a little more about what we've got planned for the future of our staff meetings. But we have historically done Q and A's in those meetings, and that's another chance for you to just raise a hand or right on a car, They get your question out to us. And last but not least, we designed at the beginning of the existence of staff council, we designed a topic form where you can fill out a question or a concern, or a suggestion or whatever you want and submit that to us. You can submit it with your name or you can submit it anonymously. We have been collecting those and those are a lot of our focus. The last couple of years has been going through those topics that we've gotten from you. So you'll hear us talk about those as we go forward. That's listening.

We also represent you, so we speak for you. You're going to see in this presentation today that there are actually many different groups on campus that we participate in because that group wanted staff voices, staff thoughts, staff communication. So we represent you in many groups. So we're going to show you some of those groups. We also are ready too. A disgust with you in our meetings. What your concerns are. If you talk to one of us in our meeting, we may say, here's what I've heard from people this week are Here's the concern that's being brought forward. And we'll bring that forward so that the 900s can talk about it. Throughout this presentation. I also want you to think about maybe it's time for you to join. We're going to talk a little bit about elections and will walk us through that later. And I want you to think about how that might work for you. Would this be something that you'd like to participate in personally? We have one new members since our last staff council, and that is Jerry. Jerry is sitting here and Jerry you are a replacement right now. Who are you replacing for this term? Christy, How can you guys hear me? Okay. Yeah, we can and that's right. So Christi, a lot of us know was part of sustainability, which is in the campus services branch. So now, Jerry, you're filling out her run, but you're also up for election this June, Is that right? Yes. And I'd like to run for the campus service position. I I kind of think I represent the janitors and the building trades on campus. Tell us, what do you do write down on a campus. What is your job as an engineer? I work on the chillers and the boilers. And if the plumbers need help, I help the plumbers electricians need help. I'll help electricians. There any HVAC too hot to cold calls or take care of them? I'll fill in for people on their sick needs, somebody to fill in the work on the weekend. I'll do that most of the time. We have a bunch of snow. I'm one of the people that comes in and pushes snow and a truck or by hand.

Right. Thank you. Pretty much. Just do whatever it needs to be done to keep the campus going the best that we can. Alright. Well, thank you, Gerry. And you've been with us just a couple of months. And he's going to stick with us and he'll be running this June. So keep that in mind. Let me go forward and show you here are photos of the rest of us and we've written there areas ahead. So while and Caitlin

represent Academic Affairs, if you know, adder Caitlin and feel comfortable talking to them, go for it. You don't have to. But if you're thinking I'm an academic comparison, I don't know who my rep is. Well, there you go. There's Betsy Tim, who represents our athletic group. Now we've got Austin adjacent and me. We were all elected into business services at this moment, also denier part of campus services, but we started off in business services. Jason, a lot of, you know from dining services as part of the business services division. You'll also see on this slide when our terms end and what other positions we might hold. So you'll see some of those on this slide. Take a look here as well. We've got campus services and facilities planning, which includes our police department. Dan rowboats is in with us for the police department. Jerry, you just met. Sean burden is in our college advancement and Government Affairs area. And Kim statements is in enrollment services and Dr. Leslie Quinn is there as well. You'll see when people's terms and because that will tell you a little bit about when they're positioned might be coming up, but Latanya, our representative from Finance Services. Angela Boyer, is representing us from information services. And we have success and student success and strategy with Karen Kohler and in the president's office, HR and General Counsel. And that's a good one for me to explain. The divisions aren't always just completely structural, it's just we need to get a group of people together to equal somewhere around 75 to 80 year. So it's about a 75 or 80 to one ratio of staff to staff council representative, I think that's what we're aiming for. And Louise is joining us and she is from the general counsel. Then we've also got strategy, Strategic Communication and Marketing with Christina site singer and student learner engagement, Carol guard, workforce development and continuing ed. Jill, singular.

Notice Jill is with us until the 24th or 2024. That's when her term and notice she is one of our staff council reps. I didn't point out all the others. She's also one of our leadership team right now. She's a secretary with the staff council leadership. So this is us. And so this presentation lets you see who we all are. Now going to turn it over to Ed Lovett, who's going to take us through some of the other things we know and do and staff council. So Jeff, I'm glad you had the majority of slides in here because we really appreciate that. For those of you that have been part of our town hall, one of the things that we started this whole kick-off a couple of years ago is how can you find out more about what we're doing in our info hub location. There's actually a committee for staff council. And so if you read your info list mail messages, and you click on that and you login. You can find staff council. You can find who is on staff council. There's also going to be links there to our e-mail addresses. And so we want you to know who we are. We want you to be able to reach out to us in addition to the who is in there. We also have links to minutes. We meet twice a month. We collect the minutes and the conversations that take place. If you want to know a little bit more about maybe what was the conversation. You can come in here and you can scroll down and you will actually find the minutes themselves of what it is that we've talked about, and discussed. Also, as Jeff indicated, we continue to want to find out what what's on your mind, what are some of the concerns that you have? And so on this main page, there's actually a link Topic Request Form. If you click on that to the right, you're actually going to see a form that you can put your name and you don't have to, it's not required. But this is the way we've gotten a lot of different topics to discuss and talk about. And so we continue to use this. I think that maybe some people felt that the very beginning that, gosh, they're not getting to the topics in a timely manner. Well, we sort of opened the floodgates within the first a few months of the time that we were here. And so I would not I'm going to encourage you to continue to put in these topic requests so that we can continue to have those conversations. And go back into minutes and look and see what we have talked about historically. Alright.

Next slide, please. Alright, so when you're elected onto staff council, there's a lot of opportunities to do more work than just meet as a council. One of the things

that we found out very early on is that a lot of the topics that were coming in had ties back to human resources. And so what we found ourselves doing is pretty much on a regular basis going to HR leadership. And so we basically work with human resources every month to have a regular conversation. And so you see that three of our members are actually part of that regular monthly conversation where we take things forward, we bring them back, and then that information is posted in the minutes. And so if you want to know, how does some of these things move forward, It's because we collect them. We have conversations with subcommittees like HR subcommittee, and then we bring back and we post those in the minutes. As Jeff indicated, we have these. A town hall meetings twice a year. We also had been hosting the opportunities during PLD. Jeff also indicated that we have six positions on College Council, which is great. I mean, I think that that shows the leadership that we have within that group. We have a supervisory training task force that we were specifically called to participate in. I think staff council has been recognized as a mover and shaker. And so, you know, hey, can we send someone from this group to participate in the supervisory training task force? And I know Jason, you're involved in that. The awards and development staff awards. Once again, another great opportunity that members of our staff council had been able to be part of that election process of selecting sometimes who are the recipients, What does the process look like? I, along with Caitlin, are currently working on a sabbatical committee to revisit what has traditionally been something for faculty. We were hoping to expand that a little bit more into the staff realm. And so we've been part of that conversation. Space Committee. I know Jeff, you have a committee that meets on a regular basis to look at spaces and getting feedback. And we have a representation representation from staff council on that. I saw you unmute, so I don't know if you wanted to add anything to that. No staff. The Space Committee was also an area where we're looking for broad representation is one of our bylaws. It says we want at least one member from the staff as a whole. And we, you guys elected and we have been well represented with Robin Jenkins for the last two years. She has just recently stepped down, but what she's been doing a great job and I simply put vacant in there to let everybody know. That's another thing that we will keep doing. Someone from staff council will always be connected to that space committee as long as we have that need. Another committee that we have is inclusion engagement. We're in the process now of finding a leader on campus for that. And so we do have representation to staff council that has a voice as part of that. And these are just some of other groups. We've I was part of a group to that looked at the verb replacement. That was just a temporary task force that we did that the point we're making is that we do more than just meet a couple of times a month. We are involved in the campus community and we do have a voice in the campus community.

Next slide. So if you look at this slide here, back a couple of years ago, we all met and we basically drew straws as to who would represent a one-year term, two-year term, three-year term. And so we're kinda getting to the point now where we have rotated through that three-year term. And so what you see on the very far right is the 2024, 2025. These are people that were elected last spring for a full three-year term. And so if I go off to the far left, you will see that I have five individuals who are basically up for re-election if they decide to do that. And that these positions are for full three-year terms. And then you see in the middle there that next spring about this time, we will be looking at the individuals in the center column will be coming up for either re-election or replacement at that time. So that kinda shows you a little bit about the 19 members in what rotation they exist currently. And like Jeff said, sometimes we have people that have other things that happened that they had to step down. And so we very quickly try to find replacements for them through various methods. But this kinda shows you when you throw your hat in the ring for election, you aren't. You will be in for a three-year term. That's basically the current members.

Why did you run? I asked some of my colleagues if they would like to talk about

this and they said no edu talk about it. As Jeff said, some of us talked too much, but what I will say is that I just celebrated 36 years here at the college. And I kinda feel like the representation that I bring to the table is the history doesn't necessarily mean the way we've done things historically is the best way that I kinda felt like by being on the staff council that I can kinda talk about the history of the college, what have we done? And also I want to talk about the future. And so that's one of the reasons why I ran for re-election was it I feel it's a great opportunity for staff to be part of conversations that we're moving forward. We are optimistic. It's easy to get pulled into a pessimistic woe is me. But I don't think this is the group. This is a group that's very optimistic. We are very much part of moving forward. And that's one of the reasons why I ran for re-election. And that's kinda why. Some of the reasons I hear from other people is that they really liked the positive approach to this and what we wanna do moving forward. We have five positions here this spring that will be coming up. So if you see yourself in student learner engagement, strategic communications, marketing, campus services, information services, or enrollment services. We're looking for these positions. And some people may already be serving in that term. I know when I put my hat back in the ring, I encourage anyone, even though I may be running for re-election, I would like to have people to run against. And I think that that makes it even more engaging is to know that we have people that are interested in representing their areas. And so if you look at this list and you see, Hey, I'm in that area and you would like to maybe participate in the selection. This go around, reach out to me. We're going to put down that if you are interested, you can self-nominate yourself. Doesn't mean that you had to have somebody else nominate yourself. Just send me an email and say, hey, add or tell me more about this, or I'd like to represent this area. What we will be doing is to take names and I will be working with Karen Koehler to build ballots and that we would lose sending those out to your individual areas so that you have an opportunity to vote on those.

We're looking at. As soon as we get the nominations in by the 19th, that should give us a week or so to get those ballots built. So I would say late May, early June, look for these ballots to be showing up in your inbox so that you can vote for your representative moving forward.

Okay. And k When I think you're up next, I am so briefly I'm Caitlin from sake over in the Academic Resource Center. And I'm this year's vice-chair. And we'll be moving into the chair role starting July 1. So you will be hearing from me a little bit more in the coming year. So what I get to do is come in here and share some of our great news that we've accomplished this year. This page specifically is not necessarily an accomplishment in that we've achieved these different topics. But as Jeff mentioned the beginning of our presentation here, his focus in the chair role and as an entire council this year has been communication. And that's not only communication that we produced out to you-all in that we have our minutes, polish and Info Hub. We record sessions like this, but it's cross-campus communication, making sure that staff are aware of what's going on there, well-educated about what's going on campus. And these are some of those topics that we feel are pertinent right now that we want to make sure staff is aware of. So of course, the job architecture and laddering project with the vendor called Pepper. We all received an email yesterday from calling Chandler. Outlining this process. I think this is something that is at least we have seen this in our toupper requests that have come through that Stafford very interested in this topic and how it will affect them. And so really great news to see that email come out yesterday. They have an info hub page related, specific to this project too. So please go take a look at that and educate yourself on that because it's going to be an important piece to our continued work this calendar year. The second P is also in the middle of right now is our employee engagement surveys. So a couple of weeks ago, they rolled out the results of that survey as many of you may have seen through management topics or some of the other sessions that listening sessions that were offered to hear those results. And we're currently working through focus groups. So

those started yesterday. You haven't signed up for a focus group. Part of our role in staff council is to encourage staff to go participate in these kind of things. So again, check out their info hub page for more details and decided for those focus groups. Again, we have a strong partnership with HR and I think it's only continued to be a positive relationship with them. And so these are pieces that we as staff council and to make sure our constituency is aware of. Because it's right, big things happening on campus, exciting things hopefully. Update.

As I think Jeff even had mentioned, knew this past academic year was staff council taking over what traditionally had been the all staff meeting and focusing that meeting to be specifically focused on the needs of staff, the interests of staff. And so this January we hosted our seconds staff meeting during TLD week, we had 272 folks in attendance who is also our first time doing it only in-person. We do intend to continue that meeting for fall PLD. We're exploring different options for that meeting looks like. So specifically with that all staff meeting, We want to hear your feedback. Let us know what you want to see, let us know what topics concern you, what you want to hear about. Because again, we can only operate as a body if we're getting feedback from staff who we represent. Next slide. This is a topic that we wanted to bring you an update on. Many topics that come through our request form. And as you'll see reflected in our minutes, we addressed those as quickly as we can and those resolutions are published in our minutes. This is a topic that came in that was different than the others. It was really big in terms of it was multifaceted. But this is a topic that we really had a lot of conversation about starting and staff council. We realized that essentially this is around the topic of communication. And we wanted to make sure that topics like this, we do our due diligence width. So we had a lot of conversations staff council to try to figure out, what do we do with this? How do we take what's been presented and make some improvement or change or suggestion about what do we do? Then we refer this to college council. It was the first topic that we as deaf council had referred up to college council. It was discussed in the confines of college council. And out of that, a subcommittee was created to look at communication across campus. So that committee is working currently to figure out what their plan forward is going to be either going to be looking at the results of the focus groups that are happening right now with the employee engagement feedback. And there'll be some more work on this topic happening in fall of 23. So a couple of pieces with this that I want to highlight. One, when those focus groups focus groups happened in the fall, we will be asking you again for your assistance and feedback because it's really important that we hear from you all as staff. Again, if this is a communication piece that is going to be addressed appropriately in whatever fashion that will look like down the road, we need to hear from you. The other piece I want to highlight with this topic specifically is that this is what shared governance was designed to do. So again, we have all of these governing bodies reporting up to college council. We as staff council, again, we don't have a vote that we have a voice. And this is an opportunity where we get to use that voice from your feedback, from our experiences to hopefully make some change, hopefully some positive change across campus. And so we're really proud of this example as a good way of showing that shared governance is working on campus, right? We're only in year two of staff council in college council. And so finally, have an example of what shared governance really looks like. Jeff, did you have anything you wanted to add? No, I think that's exactly it. I just wanted you all to see that this is one of many, but this one we spent a lot of time on and we're figuring out as we go. I am also proud of where we are. That takes us to where are we headed, Caitlin. Excellent. So as Jeff said, we're in our toddlerhood. Write your one, we kinda figured out who are we as a group, you're too is communication. My hope is your three that we don't actually go into the horrible toddler rewrite.

I don't want to deal with that. But I think what I want to focus on in year three or a couple of different pieces. And again, this is all largely dependent on you all is staff letting us know what is concerning you. What do you want to see out of

our group? What do you need from us? Because again, we can only operate when we hear feedback from you all. So a couple of pieces that I want to highlight. One, I want to make sure that we continue to have really great cross campus collaboration. Our committees are a good example of that. But surely there are other ways that we can be of use across campus. So please let us know what ideas you have that can be reaching out to your representative, that can be submitting some kind of a topic requests. But we would love to hear your feedback on that. The next piece and related to the cross campus collaboration is seeking out ways to break down silos, fostering a positive campus culture. For those of you that have heard the results of the employee engagement survey. This was something that was highlighted throughout the results of the survey. I think that we as staff council, have an opportunity to assist in this role. Again, I don't know what that looks like in a concrete way, but I do think that's a piece that we as staff council can have. Then finally, I want to make sure that all staff voices are heard. I think we've done a really great job of getting maybe our full-time staff voices heard in the context of the last two years, but maybe our part-time staff hasn't been involved as much. And so I really want to make sure that we can get some part-time representation or part-time voices involved. Because that's a group on our campus that is so important to our ability to continue operating. And again, I just want to reiterate that. You're good, Jeff, you can go to the next slide. For the last two years, a lot of the work that we've done has been reactionary. Getting topics that come in and addressing those topics, but that's not the only thing that staff council should and can do. And so I want to explore what else we can do starting in year three to positively contribute to Canvas. With that, we're done with our formal presentation. So as you have questions, feel free to throw them in the chat. You can private message one of us if you don't want to speak up, you can also unmute. If you have thoughts, we would love to hear them. Somebody has to be first. It's okay to be first. There will be no extra pressure. Just unmute and give us a question. I'll ask one Jeff, that's me, Randy. As you kinda you talked about becoming more established. Are there plans to maybe give a board report? I know the Faculty Association gives one in college council gifts, one at the meetings each month and I didn't know if it had been thought about or if it would make sense for staff council to also get a board report? I'm going to repeat that to make sure I've got it correctly. You're saying if we thought about considered having a staff council member or give a report to the board, similar to how the Faculty Association does and college council does. Now, we have thought about that. I would be open to that. I think that's a perfectly good idea. I think that's something we would think about right now. I'm focusing to make sure that we are giving our voice to college council. And the board has heard about items 61. I don't think we've called it items 61, board meetings, but we know which topic it is. And it's been through the work that we've done at college council, that the board has been made aware of it. And I will also say that the President has supported us in that venture because there will probably be some costs associated with us doing what we plan to do in the fall. The other thing that he encouraged us to do and we did is we reached out to institutional research so that we don't duplicate anything. When we said we wanted to have focus groups and talk to people. Well, we already knew that HR was gonna do something. So we are purposely putting ours a little later in the cycle. And HR has been agreed to share at least the culmination of what they're saying so that that can inform the questions we're going to move forward with in the fall, which again, we hope to do in small groups so that people can communicate directly. And we will make sure that those the feedback from that gets set up to college council. Whether or not we want to have a staff council at the board meeting, I'm open to it. I will wait and see what happens. But if we hear a loud suggestions, we might ask to have it think there are board could ask to hear from us as well if it wanted. Thank you. Jeff. There's a question in the chat.

What is it? How do we know which area includes for staff council representation? Will elections include biographical information or anything beyond just the name of the people running? Yeah, I'm gonna go back to that slide. I'm going to ask to

Speak to that. And I think this slide might be helpful. Is that going to help you out and also just posted, what I can do is I don't know where all of you work in the organization. So if you want to send me an email and say, Hey, listen, is there an opportunity for me to serve? If you want to send me a separate e-mail, I can work to make sure I know exactly where you're at in the organization and give you that feedback. And then yes, on a bio, I think that when I remember running the first time, I put in a short, maybe just a sentence or two about who I was and why I was interested. I think that's kind of interesting. I mean, I think it's valuable that as candidates that you share with your colleagues, you know who you are and why you're interested. So yes, we will be trying to include a short piece of information about if you're interested in going that way. Thank you.

I'm going to add to that one of the things that you may notice that I think I made a mention of it here is that, you know, the college shuffles the college. My role has moved from one division to another while I've been on college council, college count or I'm sorry, staff council. Staff council is currently talking about is this still representative? We know our goal. Our goal is to speak for the campus as a whole. So as you heard Caitlin say, we really want some of you who are part-time. We really would love to hear from you because we think that that's a voice, that's a viewpoint that we need to be sure to represent. So that's a particular interest. But we always want these various entities at the college to be heard from. So that's sort of why we have districts, if you will, that we represent. So it gives us a home-base as to whose voice we should be sure is heard in the group meetings? Yes. One thing I want to add about the part-time piece. For those of you that know my area, I oversee a lot of part-time folks. And I think it's really important for those folks to have a voice. And so I, as a supervisor, as it may be appropriate, would work with somebody interested to try to make sure that they can have an opportunity to be on staff council. That will be my ask for their supervisors to consider. How can you make time for some of your part-time staff if they're interested to do this work because it's really important work in terms of getting staff voice heard and getting our concerns out there. So that would be my ask as a supervisor to other supervisors as they consider having part-time folks included. Who else has a question for us? I think there's a followup that Heather is asking about is figuring out other people, the general organization. In our bylaws, we actually that's available. It talks about that I can share the screen, how it's broken down if you want me to share that, Jeff Moore? Yes, do okay. So I'm hoping you see membership to staff council showing up. This was actually a document that we are currently working on right now. And as Jeff indicated, there are changes that are taking place here at Johnson County. We this is going to be going on. But the current breakdown kinda shows you what this was done.

At the very beginning. There's some adjustments that are taking place to this actually right now. I need to update some of these numbers because this was an old bylaws, but we're looking at these numbers and doing some shifting. I think that with some of the movement, Karen Koehler, e.g. is now under the Academic Affairs. And so we just had a meeting. Actually, I think it was our last meeting where we took this exposition right down here under six students success and strategy. And that's actually been moved up to the academic affairs area. So this isn't the most recent bylaws document, but this may help understand what we are using as representation. This is what was brought to us a couple of years ago. And we continue to work with this bylaws breakdown. And so, you know what? Jeff and Caitlin and other leadership, we can figure out maybe a way to sort of share this a little bit broader with the population here at Johnson County. What we were given to start with. I'm going to reiterate where it started, which is if you are sitting on this column thinking, well, I think I might like to run or I'd like to know something. Don't stress out about. Is this is there a position for me right now? Just send out a note, send Evernote, and let him know because we do want to hear from you and if nothing else, we will heal. Reply will just keep you in the hopper for next year or he may say in your current role, it looks like there'll be a



position opened up this year or it looks like there'll be one opened up next year. But please let us know because we are in the midst of like updating things. We want to know who's out there and who's interested. Also add that we have started to get requests from across campus of staff council finding folks who may be interested for various things outside of staff council and throwing your hat in the ring as well. You may not be saying I want to take on staff council this year like an academic affairs because all three of our star our term is enough. But maybe if you're in academic affairs and you want to be involved in some way. We have been shoulder tapped on several occasions and I suspect that will continue to happen is if we know that you're interested, we could maybe find ways to slot you in another areas on campus, not just within our group of 19. Thank you, Caitlin.

And I'm going to You've already talked about this, but I want to mention specifically, one of the things we were tapped on was staff development and HR. When they said We're moving on this supervisor training, we had gotten a request from several supervisors saying, Hey, I just became a supervisor and I don't feel like I know exactly what I'm doing or I'm new to the college and I'm a supervisor. And while I feel comfortable supervising people, I want to know what are the JCCC tools specifically that I've got. We had a lot of discussion about that at a time. And when we reached out and staff council said, I'm sorry, Stanford element that said they were working on the same thing. I'm very excited to say. We worked with them.

We worked with them. And Rachel Haynes and curses topic. Now have as our representative, Jason Arnett, but not just Jason. We also picked somebody. Hara can you help me out? Caitlin Erin, can you infer the writing center? There we go from the Writing Center. But what we also said was as they move forward and if they say We need specifically managers of part-time staff, we've told them just ask staff council will find them. So again, that's another reason I want you as employees to connect with and talk with your representative or a representative. So we know you're open because we want to involve you whether you're on staff council or not. And that particular topic is a great way for us to speak for the staff. But by having Jason in there every twice a month, we get an update from him. How's that going?

How's that going? D and so we don't lose track of those things. Any other amount. Lost my chat, any other things, right? I think coming into chat, I will say that as we've come to know and staff council, some of us, it takes us a little bit longer to formulate our thoughts. And so we may need a few minutes or a few days to contemplate these things. So again, please reach out to us or do you have thoughts or want to have, you know, I'm always happy to grab coffee with somebody. Again, our representation, our emails are on our info hub page. You can talk to your representative, you can talk to somebody from leadership. You can just reach out to somebody that you know. And we will be more than happy to chat with you. Especially if this isn't a forum where you maybe feel comfortable speaking up. Absolutely.

So I'm gonna do a last call. Last call for those of you who like me who don't mind shooting your mouth off anyone, anyone. Otherwise, please feel free to leave an e-mail for any of us, your representative, or anybody that you recognize the name and we will get to your questions and your concerns in our next meeting. So what I'll do now is ask you if you aren't part of staff council, go ahead and drop off staff council. Stay on. I do have a small agenda that I want to get through today. Thank you very much and you can stop the recording, Caitlin. Thank you.