

- Welcome visitors/introductions
 - 3 guests
 - 11 staff council members
- Approve last meeting's minutes (change Randy to Weston & Noel)
 - Moved to approve, seconded, all approved
- Sub-committee volunteers
 - Capacity Building – Rebecca, Annette, Weston, Linda
 - To help staff council be more useful on campus. Becoming a stronger voice on campus.
 - What are samples of what we do on this?
 - Partnering more with FEC
 - Noel volunteers for this committee
 - Campus Community and Climate – Kimmy, Michelle, Sara
 - Think of things to increase the climate—National “have fun at work day.”
 - Naomi volunteers for this committee
 - Staff Support – Mark, Jayne, Randy, Kathy
 - Initiatives to directly support individual staff, or staff as a whole. Example: Establishing a “scholarship” fund for staff professional development.
 - Stormy volunteers for this committee
 - We also have the positions on staff council—these are different than the subcommittee positions.
 - Andrew will still need to be on a committee—but he is absent from this meeting.
- Campus Climate Survey
 - The last survey was done in 2005.
 - Contacted IR (Amanda) and she shared that the most recent was in 2006. Mark got a copy and the data. It is on the staff council website.
 - IR is happy to help us if we want to pursue doing this survey. They will host it and help us plan and do post analysis (producing summaries, open ended comments, etc)
 - Amanda thinks it's a worthwhile project, and is happy to meet with staff council, or the subcommittee who takes this on. Early fall is not the best time to do that, but as soon as she can in a couple months she thinks it's important.
 - Is President Jill Tiefenthaler interested in this survey as well? She had interest in seeing the survey take place again.
 - Should we partner with FEC?
 - The faculty may have their own agenda that wouldn't be the same as ours.
 - What are the merits and downfalls of doing this as a partnered survey?

- When we did it previously, it was just staff.
 - Seems like it should be separate, even if the FEC wants to do one too. Could be a good question to ask Amanda what her thoughts are on the value of this (and the amount of work for both of them).
 - If we do the same survey, it will help us to see if we're doing better or worse than previously.
 - The FEC might be interested in findings—we could present this to them. They may also be able to add a checkbox at the top to say if they are staff or faculty.
 - The BOT may be interested in knowing what the staff culture is on campus. So it may be wise to keep them separate. We should keep the FEC in the loop and let them know.
 - Move to do our own staff survey, and work with Amanda to do this. Second, all in favor. We will also notify the FEC that we will be doing this.
 - Who will be in charge of doing this?
 - Everyone can give feedback, questions, etc. One person can be the point person
 - We should use the same survey as much as we can so we can benchmark the survey.
 - Should we invite Amanda to the meeting next week?
 - Let's wait.
 - The Campus climate committee will be in charge of getting this rolling. Everyone will have a voice though.
 - We should do some calendar planning, and work with Amanda prior to using her time during a meeting.
 - Weston and Mark will send staff council the survey and the results so we can review it as a group.
 - Mark will follow up with Amanda and direct her to Sara for continued conversation.
- Staff Council Lunches
 - Volunteers to coordinate & dates & cap after 10?
 - Michelle hasn't had a chance to get them yet. She will go get them now.
 - Doing this during block breaks, and post to staff digests for the first 10 people having lunch for free.
 - Allow anyone else to come, but after 10, they have to pay for their own lunch.

- They can come for informal discussion, bringing concerns/excitements
- Host volunteers for lunches. If the staff council member is hosting—it can be paid for, but if other staff council members want to come—they should pay for their own. If we have less than 10 people show up, we'll save the coupons for other events.
 - Noel will reserve tables in East Rastall for everyone. We don't want to use a conference room because we want to be visible to others. Block break shouldn't be too loud.
 - Noel (February)
 - Weston (1st block break)
 - Michelle (half block)
 - Randy (2nd block break)
 - Jayne and Naomi (3rd block break- earlier due to Thanksgiving? Either November or December)
 - We will discuss second semester at a later meeting.
- CAFA (replace Lisa Ellis) committee on admission and financial aid
 - Suggested that the faculty chair of that committee may need to replace this position.
 - We can suggest to the faculty
 - Recommendations from Kimmy (they have expressed interest previously)
 - Kelly Hugger
 - Christi-Marie Butler
 - Do we need exempt or non-exempt?
 - The language said "administrators"
 - We should confirm with Kristi and Kelly to see if they are interested in this opportunity. Michelle will confirm. She will also share with them that we are checking to find out if we need exempt or non-exempt.
 - We should use caution in just passing names on, or else there is no reason for us to be in the decision making process.
 - We should ask the chair if it is exempt or non-exempt.
 - Once we know if it should be exempt or non-exempt, we can pass the appropriate name forward.
 - We should continue to research committee needs, and who should be on these and make sure we're doing what makes sense. Can the Staff Support sub-committee take care of this?
 - Yes, this will work.
 - The Staff Support committee should report back next time how this would work the best.
 - Mark may have the most recent version of this.
- Suggestion for sub-committee: Look into the possibility of doing

- anniversary recognition for staff.
 - HR already does this for big anniversaries.
 - Lunch and monetary rewards are given.
 - Each person can bring a guest
 - It might be nice to make it more public so everyone knows.
 - It would be nice if this happens for 15 minutes during the FEC meeting as well.
 - Or at another public function—fall conference, or the end of the year picnic.
 - It would be nice to be able to support one another, even if you're not the "one guest"
 - If Jill implements campus meetings, perhaps we could do recognition at those meetings. (5 years at one meeting, 10 years at another meeting, etc)
 - Discussion tabled for a future meeting
- SC Co-chair/FEC co-chair lunch/meeting to discuss things we can work on together
 - We didn't get to this last time, but there was additional conversation wanted about this.
 - This lunch hasn't happened yet.
 - We did discuss having staff council members attend the faculty meetings.
 - Any volunteers?
 - Staff is welcome, but can't vote. It's a big meeting!
 - Is it productive to be there?
 - She always had interesting things to report
 - There is value in having a council member attend this.
 - Can we send 2 of our members each time?
 - Last Monday of the block. 3:30pm in Gates.
 - 3pm is coffee.
 - Annette will go to the first one, Marj will join as well (although not a member of SC).
 - At each SC meeting, we will determine what members will go to the next faculty meeting.
 - Weston will ask to get on the next FEC agenda to talk.
 - A governance board that includes faculty, staff and students. (Carleton model)
 - Future climate surveys
 - It would be helpful for Staff Council to be better educated on the FEC role, and what they do.
 - Invite them to our meetings as well.
 - Moved to invite them to our meeting to do a FEC 101. Seconded, all in favor. Do this for our 3rd block meeting.

- Weston will do this.
 - Overall question of governance should be relevant, because most committees report to FEC for recommendations to the president. This may be something that the FEC is interested in as well.
 - Joseph discussed the Carleton Model and how the governance group works.
 - How does senior staff cabinet work at Carlton? We don't know for sure.
 - Staff compensation model—where is this headed?
 - We can ask Barbara about this at the next meeting.
- We should be prepared at the next meeting with Barbara, Jill and Robert. What questions should we ask?
 - HR “double duty”—supporting the college and supporting the individual staff member.
 - One staff member had a very encouraging meeting with HR that seemed that there were very positive changes coming.
 - Compensation study/Consulting
 - Is full time employee coming to HR taking this over?
 - Is there going to be a subcommittee to represent a staff member as an advocate for due-process.
 - Barbara did say the process may need to be worked on.
 - Benefits seem to be reduced, while costs rise. Is this a trend that will continue? What is the college doing to address this continued question? Is anything on the horizon for this?
 - Robert sent out an e-mail (May or June ??) where he said they had a plan, but it hasn't been implemented yet. He wanted to wait until it was 100% sure.
 - We should think about this pretty seriously over the next few weeks and send our thoughtful questions to Weston prior to that meeting.
 - Should we bring up IM and Boettcher letter we wrote?
 - We shouldn't bring it up again, if they bring it up, we're happy to discuss.
 - Jill shared with SC that things wouldn't happen in that manner again.
- Marj will be coming to our next SC meeting as a member of the budget committee so she can report back. Next Budget meeting is tomorrow.
- Staff Events
 - Staff-council sponsored picnic
 - They are bringing back the year-end picnic.
 - Moved to NOT do another staff council picnic (as long as we have the beginning and end picnics), seconded, all in favor.

- RenFest for non-sports fans
 - Should we pursue this for staff who doesn't like baseball? As an alternate for the game.
 - Why a baseball game when we have a hockey team here?
 - Skysox is cheaper (\$2)
 - Should we work with athletics to do something on-campus? This wouldn't work as well during the summer.
 - The ren fest gives away a ton of tickets, we may be able to get tickets for free during the summer. It could be worth looking into.
 - We will divide up tasks to discuss this more in the future.
 - Baseball game is community building, but the ren fest is not necessarily community building. What benefit does this give to the campus community? We would need to include a community aspect to a non-sporting event.
 - Hockey is a big deal here, but some have never gone to a game because of cost. Non-sports fan night at a Hockey game. It is part of the CC Culture. Maybe we could use the Wigand Room.
- Welcome Back Party
 - Door prizes- reminder to get more door prizes!
 - Advertisements are set, obstacle course bounce house.
 - Worner Center quad area.
 - Student band- music
 - Announcement went out on the digest today.
- Dig Pink alternative – date/time
 - Trying to fine tune the date/time. Jayne and Kimmy are still working with Rick Swan on this event.
 - November 1st, a 7pm volleyball game.
 - There may be benefits to an earlier game. More staff members would be on-campus, but could staff actually leave?
 - Family could come to a later event.
 - We can do basketball if it doesn't work to do Volleyball.
 - Jayne and Kimmy will keep us posted.
- 2 year vs. 3 year commitment
 - Three years seems to be a lot, it is a turn off.
 - Two years seems to be reasonable.
 - Advantage to 3 years is the institutional knowledge.
 - It would mean a more intensive election cycle.
 - It would weaken staff council because you wouldn't have time. The first year is just learning.
 - What if we did a 2- year commitment that is renewable.

- What can we do to keep the 3rd year folks engaged and involved?
 - We don't want people to end their SC involvement with a negative feeling.
 - Should we give stipends for staff council events?
 - Set up a mentoring program that third years can assist first years.
 - Table this discussion for Novembers meeting
- Web Implementation Team
 - much more support for offices to get help with web;
 - migration to new CMS is happening this year.
 - WebCMS positions hired - one year temp.
- MS Office for \$10 on varsitysoftware.com