

Hey guys, I see three o'clock. I think we've got the record button go. And Angela?

Yes. All right. Is everybody seeing the presentation screen? Yes. All right. So we're gonna go ahead and get started. I wanted to thank you guys all for joining us today. This is our staff council open town hall meeting for this semester. I just want to start with this first slide to just give you some perspective on what we're here to talk about today. We really have had, our first year has been a true year of growth and evolution. And you're gonna see that throughout what we have to share with you today. We're going to share with you just a refresher on where we fit in the shared governance model and what our purposes. We're going to talk with you about some of the themes that we've seen come in on the topic requests forms that people have been submitting. Staff council. We're gonna talk to you a little bit about what we're seeing as pervasive perspectives that we're hearing from staff within those topic requests. And then Jeff is gonna talk us through what next year might be looking like as far as what our focus will be. Angela is gonna talk us through how you can get involved. And we're also going to remind you of how you can get information that staff council has gathered for you or topics that we're handling that you may have interest in knowing more about. So this is gonna be very much a year and review that we're going to take you through today. And then at the end, we want to make sure that we open it up for any questions that you have as well. Throughout the presentation today, we want to make sure that all 19 of the staff council representatives have a minute to introduce themselves and share a few thoughts with you today. We do have a couple of them that are out sick and so we will let you know that they're not here, but we will have everyone else that's here. Have a minute to talk. Recap of shared governance. You guys probably remember this from when we get our kickoff meeting, the beginning of the fall semester. But what you're seeing here is an overview of the shared governance model and how it rolls into the college council. Within that college council, you'll see that there are representatives coming from all of the other shared governance bodies on campus. You see here that staff council has six representatives that go to the college council. You might be wondering why we have such a large number in comparison to the faculty, the student, the administration, and the board. That has to do with the fact that there are a large number of staff here at the college. When they look at how many people need to come to the college council to represent. We have a large number of the employees at the college or staff. So that's the reason for that. When we review what our purposes this is just a refresher straight from our bylaws. We're really here to serve as an advocate for the staff to discuss issues that need to go to college counsel, cabinet, other departments, human resources, different things like that. We are truly a conduit for that information. So we take information from those groups to share it out with the staff. And we'd gather feedback from the staff and share it out to those groups. So that is really our purpose. We're here to actually support and serve the staff who serve our students. That's why we're here. Who do we represent would include any of the staff or part-time, full-time, salaried hourly, all of them. If you are not in the bargaining unit for the Faculty Association and you're one of these groups. You are represented by staff council. So our role is really to collect your feedback and then again to share that information with a wide, wide range of staff at the college. One of the things that we are truly focused on and have been this year is facilitating that communication and collaboration and building those relationships has been a strong focus for us this year. We value greatly fostering transparency and trust. And if you have ever talked to one of the staff council members, you know, that we very much value respectful communication and we want to have those difficult conversations, but we model a platform of respect in those conversations. Then of course, the last thing is just we really are here to support the mission of the college. All of the mission, the vision, the values. We know the college is here for the students and we are here for you because we know you're serving them. As we get into the presentation, we're gonna have some slides like this one where we're going to introduce the different staff council representatives. And in this first slide is the current leadership team for staff council. So I'm Leslie Quint.

I've served as the Council Chair this year. It has been a privilege and an honor to work with every single one of the 19th staff council representatives. There are amazing you will see for yourself as you meet them. And one of the things that I just want to share with you is how inspiring I feel like our staff are on this campus. And today, I was walking to make my shameful french fry run down downstairs on the first floor or someone, you know me, you know, that's too frequent. But what a blessing it is just to walk around and see all the incredible things that go on, on this campus every day. As I'm just walking down to get French fries, I'm passing students who are congregating around that area laughing, studying, having fun, sitting in these beautiful spaces that staff created, watching how outside there's a bunch of students playing volleyball, probably doing some sort of event that our Student Activities Area created. Staff created that moment. I'm looking around at all the beautiful grounds. It's so lovely outside the flowers are coming up and if you just walk outside for five minutes, you'll be so impressed with all the incredible work of the people that work on our grounds do every day. And this list could go on and on and on from the people who enrolled students to those who support and serve them, to those who award their financial aid to. The list just goes on and on and I would miss people if I tried to name them all. But you inspire me and it is an incredible staff that we have here at JCCC. So I'm going to start off with that thought for you and I'm gonna pass it on to Jeff. Thank you mostly. And I'm going to just tap back it loosely because I will say the one thing you missed it was what's your day job, Leslie, for those of us who don't cross your office, what role do you serve here at the college? Thank you for reminding me, Jeff. And actually as we go through this, I should point out as well, my day job is the registrar and Director of Enrollment Services. I am on staff counsel to represent the enrollment services area. You're going to see those on the slides as we go. Even though technically his title and his department is something else, you're gonna see that Jeff represents the business services and legal area just to avoid any confusion, that's the reason why those are halfway. Good. Thank you. That's a perfect segue. So I am Jeff Hoyer and my title is executive director of space management. But as she mentioned and I want you to look at this as you're meeting everybody. You'll see which area we represent there are, I want to say six of us that are in r3, at least they're in business services and legal. Because I roll up under Junior, who is part of business services in my office is actually by procurement services. So I know those people a lot. One of the reasons we want you to know who we are on the campus is in this presentation you're gonna meet 19 people. And our hope is that at least one of those people is somebody who already know and feel comfortable talking to. Because if you might not want to make a statement in this presentation and you might not want to fill out a form that I'm gonna show you how easy they are. You'd rather just talk to somebody. You can talk to any one of us on staff council because that's what we're trying to do is listen and bring your ideas forward. So that's my day job right here what I am is the vice chair. Lastly, an eye and Angela and aunt had been working a lot together this year. I will take over as chair in July. So the coming year, I'll be the chair of staff council. And what I've really enjoyed, my thing that I've enjoyed is getting to know the 1800s people in the council. There's people like me and Angela who speak very easily and freely. And then there's people who are quiet. I'm also a teacher part-time. I teach project management for our college and some others. And I often talk quite frankly too much. What I'm practicing and trying to do in staff council is do more listening so that I hear from everybody. I think we're starting to get a good cohesion in our group, but we are only not even a year old. So as lesly showed you, we are growing, we are still the little plant and we're getting bigger. But for me it's very exciting to see where we're going and that's what I like and I'll pass it over to Angela. Hi, I'm Angela Boyer. I have worked in information services for 15 years. This fall, towards the end of my first year of a three-year term on staff council. And this year I was elected to service staff council. Secretary, sentiments are very similar to Jeff's. I've really get it button. Enjoyment out of getting to know the 1099s people on our staff council, learning different perspectives on things that I hadn't ever thought. I also

appreciate the people who are not on staff council. We trust us to bring us their concerns and ideas, and trust us to talk through those and make recommendations and help them through those. Thank you, Angela. And unless somebody sees Ed, he emailed me and he is still out sick, so I don't believe you fear. Does anybody see him?

Does anybody see him? I think you're correct. Moving onto what have we been focusing on in this first year? As you can imagine, the inaugural year of staff council has been a tremendous opportunity and a tremendous challenge just to create the whole structure of staff council has been a big focus for this year. So think about bylaws, getting our membership, our info hub site, the procedures, the form that we have created for you to communicate topics you have that you would like for us to discuss. That all speaks to the building of that structure. And a lot of that work took place in the fall semester. Then as we got going with things, what we really noticed was we needed to build strong relationships that had to be very much on the forefront of our mind this year because 43 topic requests have come in so far this year. As those came in, we had to figure out how are we going to convey this information? Who to our partners need to be on campus? How do we work collaboratively with those important partners that we have on campus? That has been a strong focus. Then I'll really want to just say all 19 of the staff council members, it is truly in their nature and in their heart to hear. And listening is such an important skill, but we need to be able to be good listeners so that we can hear your perspectives. And then take those perspectives out to the areas that really need to hear them. That is the conduit that we have been for you. Then the last part of that is really to allow the platform of the staff council to help the broader community of shared governance actually hear the perspectives of the staff. That's the new kid on the block. In the shared governance model. There's going to be some time needed for that evolution to continue to occur. And you're gonna see over the next year, that's gonna be a strong focus that Jeff is going to talk about is how do we now take that forward? I'll let Jeff talk to that part. When we get back to that. Onto our next group, we want to pause and introduce you to a few more Allison. Are you up? Yeah. It looks like my name is Allison Weber. I represent the business services and legal offices. One thing that I really love about this college is people. Everyone is so helpful and out and about like Leslie was getting at earlier and it's just great. Hi, I'm Caitlin Murphy. I'm an Executive Assistant in the president's office and I actually represent the president's office and human resources. We were grouped together because we're a little bit smaller. Beyond staff council, the past year has been a great experience. It's not only did I get to meet people all across campus, which can be harder when you're in a small department. But it was great to see that even though we all had different perspectives, we worked really well together on the variety of topics and situations that came to us. With that, I'll pass it over to Carol. Carol garden and I am the administrative assistant, including transfer. It's been it's been awesome being part of this group from the beginning. And just really appreciate all the passion, the commitment that everybody that my fellow members have shown to the group when it comes to being there for meetings and looking into things, researching things, it's been a great group to be part of and I'm really lucky. Thanks. Thank you, Carol.

You may be wondering when I say we've had 43 topic requests submitted to staff council. What are those topics? What are the things that staff are sending in? And a little bit later, Jeff is going to remind you how to get to information that staff council provides to you so that you can actually go look and see what those topics were. What kind of resolution they receive, what kind of feedback we got from our partners across campus. All of that information is available to you. What we're gonna talk about here today is what did we see where the things not surprising, I don't think any of you will be surprised to learn a large number of them were questions and concerns about things that affect the staff. We had a lot of things come in that were great ideas and suggestions. That were directed at various places on campus in a way, some of those ideas and suggestions were

gathered and disseminated out to the areas that they were directed to for them to hear. Then the last thing which may or may not surprise you is we had a number of things come in that showed a theme of staff looking for ways to help staff connect across campus, looking for ways for us to integrate and come together. And some of the things you'll be here in the weeks to come. We'll be things like we have staff council support now for having an all staff meeting. In the future. You may see in a future semester with professional development days, you always hear about the all faculty meeting. There will likely be something like an all staff meeting where we bring similar content to you that you made, that they bring to the faculty, that they need. Things like that. Requests for ways that we can connect and integrate and communicate across campus. I strongly encourage you since we do not have time in this group today to go through all 43 topics. I really want to encourage you to listen to what Jeff says in a few minutes on how you can see that information in Info Hub. But one thing that we did want to talk about within all the topic requests we received. We noticed some pervasive themes and these things are, what is it that our staff are really desiring? What is really important to them? And we have tried to be very intentional about taking these important things that staff care about forward to college counsel, to our partners across campus in every interaction we're representing this a piece that is so important to the staff. What we heard you say is we really value transparency. It's very important to the staff that there's transparency around decision-making. It's very important to the staff that they'd be able to have some input and decisions that may impact them or affect them. Input is different from having the power to necessarily make the decisions. So we recognize that on staff council. I think staff recognize that, but what they're looking for is a way to just be able to provide input and feedback. We definitely noticed that the same amount around communication, lot of things change and it's hard sometimes to get so much communication out to so many people. All of us struggle with that in our own shops. But that is of great importance to the staff. And then that theme of connection and collaboration staff are longing for ways that they can actually be apart of the things that are going on on this campus and dizzy apart of the change that's occurring, they are looking for growth opportunities and they're looking for ways to collaborate among, around all of those things that college is trying to achieve. That's a very beautiful thing for the college because we have an incredibly strong army of staff who are prepared and ready to help. That is one of the things that makes this college very special. Next group that we want to introduce you to, I'm gonna start with Jason and I just want to point out real quick that Jason is also not only serving on the college council, but he is currently the co-chair of the college council. Jason, I'm gonna pass it to you. Thanks, Leslie. I'm Angela. I'm in the first year of my three-year term with staff council and somehow, I guess I raised my hand and got elected co-chair of the college council. I appreciate being able to do that. I've learned a lot on both councils, the different perspectives. I had a lot of respect for how Leslie runs our meetings because it's a lot of hard work wrangling 1819 personalities all in the same room at the same time. I work in dining services by day. I've been here at College since 2012. And I'm really proud of all the work that college council or that staff council has done so far, the connections that are being made, and I know there's still so much more to do, so much farther to go. This group is working hard for everyone, even though there had been hurdles and obstacles and it took us awhile just to get on our feet.

In the year ahead. I'm confident in the staff council will begin to exceed some of your expectations of us on a regular basis because we're dedicated to ensuring that everyone will see clearly what we're doing and how it's done. We take everything very, very seriously in this regard and we're working for each and every one of you. Please reach out and tell us or concerns we want to hear them. We want to do the best we can for you. So with that, I'll pass it over to visit. My name is sexy Tim. I am representing the athletic department. I've been at the college for 12 years. I'm at the end of my first year of a one-year term, so someone else from athletics will be taken over. Asked me what I'd like for everyone to know about

staff council is just how intentional and limited the 19 people are. I know others have said that, but every time I go to the meetings, I realized just how much people care about JCCC and we really are all trying our best to. Having a united voice and make sure everyone is heard and make sure everyone is valued. And I think that's vital for organization. I will pass it on to Jill. Jill say, I work in adult education, so I represent a workforce development and continuing education. And I also represent on college council. I'm Indian, My first Europe, a three-year term. One thing I'm most proud of is the work that staff council in college council had done. As Leslie slides, the collaboration that we've done with both staff and college council. Not only in the groups amongst ourselves but across the college campus community. Lifting up staff's concerns, being able to have really tough, hard conversations with our amongst ourselves and then again with the campus community. Knowing that we're evoking change or having tough conversations. And knowing that it's going to be future changes gonna do really good things for the campus as a whole. And it's really encouraging and exciting to be knowing that we're gonna be part of that future change. And knowing that we're going to bring additional people in along on that ride. So it's it's been a really encouraging to be part of that team. I'm going to go ahead on this next one and pass it over to Jeff. And one thing I just want to mention before I do that is we're gonna talk in a little bit about the transition that's coming this summer with new elections that will be going on. I will be passing the baton to Jeff as our chair for staff council and that transition will occur this summer. So Jeff is gonna talk to you about focus for year two. Closely. You can see what I've got up here that I wanted to talk about. The key is that we are still very, very new. And so I compare it to if you've ever thought you wanted to make some changes in your house. My wife, last year, the start of the pandemic actually wanted to remodel the kitchen. We wanted it to happen like that. It didn't happen like that. And so staff council is the same. We are growing some of the things that we've seen and learned that I think are going to become focuses for next year. We've already started, but it's really listening to different areas, different opinions, ringing up diverse thought. We know that the college focuses a lot on diversity, equity and inclusion. And that includes diversity of opinion and diversity of points of view, diversity of ideas, and pulling those together is a recruiting challenge for all of us in society right now, especially. That's something we want to focus on for next year. I want to make sure we have things. The staff council does vote on elements and I'm going to aim for not everything to be unanimous. I want to have dissension. What I want, as Leslie mentioned, what we've had this year is very respectful conversations with each other. I have strong opinions. 18 other people have strong opinions as well. My goal is to get those opinions out into the room and discuss them. And then when we need to vote. But when we voted and we have a majority and we feel comfortable with that, we have all of us pulling together for the direction that we've voted on. And I think that's important as well, that we have not polite agreement and then silent descent after, but we have polite and respectful disagreement in the meeting and we have unity after. That's what we're really trying to aim for. And so when we talk about that and think about that, we and staff council are going to try to model that in our group. But we also hope to help model that for the rest of the campus and encourage it where we already see it. This is nothing new. Many areas of campus do this extremely well. But sometimes we're in meetings where it's just not done that well, we're hoping to keep this going in other areas. We want to foster that collaboration. One of the things you'll see it when you read some of this stuff on our site is a lot of our themes for some of our first topics that came in had a connection to HR. And so we spent two months, the last two months you're going to notice a gap in the minutes. We took two months off to stop meeting with just us and start meeting with the HR department. So we felt the need to build a relationship. And from that, we have a small group that's gonna continue to meet with HR in hopes that we have a great relationship back and forth. This is still brand new. I don't think they are small group has even met yet with them. But that's where we're going. When we put those ideas together. We're going to try to keep them going. We're also going to try to improve our regularity of standard

communications. Later on, I'll show you where our minutes are posted. That's our chief way for you to get into the details and see what we're talking about. When we get responses that come to us anonymously, the only way we can respond to those is through the minutes. So those will be posted in a minute. But all through this, growth is gonna be in maturing our small organization staff council and hopefully maturing our larger organization, the college, as we work with different areas. One other thing that helps us connect. We have had a couple of on-campus standing committees reach out to staff council and ask for our staff council representative in their meeting. We encourage those of you who have different groups on campus. If you want to have somebody from staff council come connect with your group and bring those thoughts back. Ask us, we'll be happy to find somebody in the group to reach out. You'll see some of those as you meet the rest of us. I think with that, Leslie, if I thank you. Our next group and you're gonna meet from his Christy home. Hi everybody.

My name is Christy. How I work in the Center for Sustainability is education engagement coordinator. As you can see on this slide, I represent campus services and facilities planning. I am in the first year of a two-year term. And I also serve on College Council. Thing that I hope in year two is that folks will feel more comfortable really sort of engaging with the process. Bringing up topics, submitting topics as Jeff's gonna talk about later. But also sort of just talking with us as your staff council representatives and bringing those topics, concerns and your recommendations and your really cool ideas and your things that you would love to see happen to staff council. So I'm excited to learn from all of you in the year ahead as much as I have. The ear that we're about to finish. Next up is my good friend and co-conspirator. Latanya, helps if I unmute. Thank you.

Christy. Tanya said, I'm an accounting specialist with the Stars office and representing financial services. I think I'm the only represented for financial services. So I'm going to contact right here. Being on staff council has been meaningful to me because it has given me a broader view of the ups and downs that staff has experienced or has concerns about while working here at JCCC. Being part of the council gives me a chance to breed the abridged with maintaining. Staff feels unheard or uncomfortable.

I'm here to help. We're all here to help let you know against where and how to present certain topics. We also, we can maybe pass that on or whatever. Help you make more helped him feel more comfortable. Just part of the community. Next is Caitlin. Folks, I'm killing Chrome sake. And I work over in the academic achievement center, in the Language Resource Center. As has been mentioned a couple of times in this half-hour so far as we've worked a lot this semester to build relationships. And that takes a long time. And I think that's what I'm most proud of, not only being part of this group, but watching his group over the last nine or so months is that we've taken time to establish policies, procedures, relationships that I think are only going to allow this group to be successful in the long run, but also allow us to be around for a very long time. So we haven't rushed into anything. We have really taken our time and sometimes that's a little bit painful when it doesn't feel like we've been making a lot of progress, but really we have because building relationships, building trust, that all takes a lot of time and we have dedicated time to that. So that's been so wonderful to see. I'm looking forward to YouTube. Great.

Now I'm going to speak to this slide, but my good friend Leslie is going to drive. So take a look at I want to start off if you are unaware of where the staff council page is, it's part of Info Hub. I'm going to ask Leslie to go ahead and click on that first link and I'll walk you through this, which should pop up alive. Everyone quickly memorize Leslie's password. It was Jeff rules. Now, let's start Leslie with the committee's menu because the committee's drop-down menu. This is one of those things where if you aren't taking a link directly to us, Oh, this is perfect. In

Leslie's drop-down menu, look at that alphabetical list and find staff council. You can't right now because alphabetically were not there. So you can instead just click on the word committees. Then you will see all of them and then you can find us over there. We thought of renaming the group, group AAA staff council, but we decided to instead just tell you All click and go look for us. Now we're on the staff council page. That's the first challenge. This is where you can see who we are, that officers are listed are names and everybody's membership is at the bottom. Everybody you're meeting today is listed right down there at the bottom. And each of those is a hyperlink. You could email them to you wanted to. But take a look where Lesley as right now are meeting minutes. This is very important. If you click on that button to expand, the meeting minutes will open up and then you can look at each month's meeting minutes. But as you'll notice, as I mentioned, we took a little time off from February 23rd until April 23rd of April 13th, and that's what we were meeting multiple times with HR. You can look at each of those minutes and discover which topics did we discussed that time? In which what sort of response? I want to speak to the word response for a minute. I may occasionally say resolution. We are aware that many of you won't get the resolution, that you necessarily be the resolution we want either. But we do feel the need to respond and let you know what we've done so far. Maybe we initiated the new connection. Maybe we got an official response from HR that we could then tell you. Maybe we've started to continue to discuss some things you'll see, we'll say in-progress. That means we're gonna keep talking about this because we feel there's more to learn. Sometimes we ask our members to go meet with individuals and learn more and bring it back. So topic stay active until we've had some sort of response that we feel comfortable. And we've all said that's as good as we can do for now and we post that response. That's all in our meeting minutes. Then below that, we've got a document's data, our bylaws. And it really is interesting. And I hope one of the things that you're going to feel like from this whole presentation is a desire to be involved. And so the by-laws would let you know more about us. Or if you're simply inspired to say, I have a topic I want them to noodle on. Well then Leslie's pointing right now at the staff and double-click on that unless it because it'll take us into a whole form. But that's how you can put in a question to us, a comment to us, a concern of yours. And as we've mentioned, you can put your name on that. If you do, we will respond to you personally. If you don't feel comfortable, you can leave your name off and it is completely anonymous. And then we only respond through our minutes on that site to our meeting schedule. You can even see that in the screen. Capture their when's our next meeting? It's in there.

Those are all published. So I think I've gotten all those topics discussed on that slide. Now let's actually is Robin, Robin is not with us today, is that right? Okay, so let's go to Maryanne mottos. Hey, I'm Mary and Martha says I am here representing Strategic Communication and Marketing. Printing services is also under us. That ramp is there too. I'm a marketing automation specialist by day. But really, what I wanted to share about my experience with staff council is actually about college council. What I really appreciate is having an opportunity to sit in that bigger group as well. I feel like everybody already said all the wonderful things about staff council. So I really appreciate being able to hear a little bit of the faculty perspective, for example, because that is so far removed from my daily life and be able to understand how how things impact each other across campus. And also that has become another place where we also have these tricky conversations in such a respectful and productive manner like nobody, there is one thing. Everybody wants to be part of a solution no matter what the problem is. And I just loved that general attitude. Everybody just wants to do good. And that makes me very proud. In onto Sean. Sean Bergman, I'm the Director of Operations backstage at the Midwest Stress Center. I've only been on the council for a couple of months now I took over for Ruby Renee would who is retiring here at the end of the week, congrats Ruby. I guess I'd like to spend a minute just to encouraging everyone like myself who supervises full-time. Part-time, temporary, part-time regular. To please share the link that Jeff does showed you. Meeting everyone here. Everyone really is

dedicated to representing you. When I saw the list of questions and suggestions that we were gonna be working on. Many of those were ones that my staff had shared amongst ourselves. I wasn't even aware that I had heard of staff council, of course, from Ruby, but the extent to which this group would go to to get to amplify your voice is highly encourage you to please share that with staff that are here and that we can work on these and continue to work on these Fourier. I also want to encourage everyone that we, many of us, including myself are positions are coming up for election here very shortly. If you've been here. I've been here for 24 years now, part-time and full-time. So obviously know a lot of people on campus have those relationships already. Anybody in that, you know, it's been awhile You'd be very valuable on this council. Absolutely. It's highly encourage everyone I represent advancement and Government Affairs, but anybody in any of these divisions should be should be look into these elections and maybe offering yourself up. Thank you. That was the best segue we've ever had in the history of staff council. Thank you, Sean. We need some of you guys. What we did was 19 of us were elected to serve on staff council all of staff council terms or three years. But what we didn't want is to have all 19 of us rotate off every three years and start with a new council every three years. So by volunteering and different ways that we figured out when people were retiree or whatever. We took a third of our staff council representatives and we're serving three-year terms. We took another third and those people are serving two-year terms. And the seven people you see on the screen in front of you are currently towards the end of their first their one-year term. Those seven people, some of them will be leaving, some will be running for re-election, which we would love, but we know that some of them are dropping off. We need some of you to step up. What that means for you is that you will see some information come out on info list, info hub. You should also, if you're in an area that we'll need representation starting next year, you should get an e-mail either from the Vice-President or maybe the administrative assistant and then area with more information and how to submit your name. And then IR has offered that facilitate the voting process for us so that it's fair and unbiased. And this term would start July one and would be a three-year term. Jeff Leslie, did I forget anything? Thank You. Got it. That's good. Thank You. Nailed it Angeles. Well, Sean helps.

Thank you, Sean. Angela. The only other thing that I wondered about on that is some people might be wondering if people can run for reelection.

Though. The answer to that would be yes, right? Yeah. I think I said that I know I know of at least one who's running for re-election. It might go to a voting process unless that person is the only one. But I also know of a couple of those who are either retiring in the near future or half time commitments that they cannot continue. So many of those spots will be vacant. Okay, good deal. But one of the recurring themes that we've had in our group is that I am thrilled to be on this committee and this group. And I hope some of you will feel inspired to say, Hey, I'd like to raise my hand, especially if your area is coming up this year, but if not, your area may come up next year. Every year there will be six or seven positions that could be opening up. It's important to stay tuned, stay in touch and keep your hand raised for the time that you might be able to join us. It's a great experience for adults. So as Jeff steps up into the chair role, I believe Jack will be looking for a new Vice Chair, correct? Yeah. Yes, please. Okay.

So we're gonna go ahead and move on to the next group, Karen. Alright, I am Karen Kohler and I'm admin and research assistant in the Institutional Planning and Research in effectiveness department or area. And I represent other students success and strategy on the council. I wanted to share is very similar to what others have shared. Just, it's been very exciting, just getting to know people from across campus. The other 18 people, people that I never would have had opportunity probably to get to know this well, as well as I've just been super impressed. With the concerns and or ideas that have been submitted to the council. Just really



impressive to campuses ideas and then be able to discuss them and figure out what to do with those. So with that, I'll turn it over to Kim. Hi everyone.

And Kim's Steinmetz. I'm Program Director of the International immigrant student services office and I represent the enrollment services division. I will be rotating off in July. So I would encourage you, if you're interested, to reach out and connect with me about how to get involved with staff council. It's funny group like everyone said. Please don't hesitate to reach out and all that. I'll pass it over to Jimmy. Jimmy was possibly going to be late, so I'm looking around at the group to see if he's here. Jimmy, if you don't know, is one of our campus police officers. I think he has shifted starts at three. And if something is going on on campus, sometimes he has to run off and handle that. Yes, Jamie is leading and Alice training today and you might be able to make it in time for this, but I don't see him on. But he's great and we're happy to have him with us. Okay.

Okay. So that is your staff council representative groups. So we would love to hear any questions that you guys have that we can answer for you. And if you have a question, you're welcome to put it in the chat or you're welcome to raise your hand. And we've got 19 people looking for who has a question. Hopefully, they can help me catch you. What questions can we answer for you? While you're pondering those, I'm just going to add one more thing. Remember this group represents all staff. One of the things I hope where we have got representatives right now who are salaried hourly part-time. I would like to see a little more hourly and part-time if I'm being honest, because if you look at the percentage of people that are staff were a little overly represented in the other areas. And I think that a part-time person and hourly staff have different points of view. Their perspective is different about what the college needs to provide. And so I think we need to hear from them. So keep that in mind if you're part-time and thinking. I don't know, Can I do that? Not only can you, we want you it is of course, a time commitment, but we want you to consider it. I think Jill or you are only part-time person that's on staff council right now? I believe I am. And I must say Jill's perspective has been invaluable in this group. We definitely want to continue to have that perspective with us. Thank you. I'm going to ask someone to be brave and it's Suzanne. Suzanne is our brave person today. Suzanne would like to know, can you provide some examples of the topics that have been discussed? We definitely came in. There was a lot of them. What I would tell you, Suzanne actually broke down the numbers on this, Jeff, what was it?

20 something. 20-some have just have all had an HR relation to them. And those were the ones that were difficult for us and we've spent the last two months working on them. Those were those responses were just published in meeting minutes. They were published yesterday from our April 13th meeting. I'm not gonna go through each of them, but let me give you some examples. Actually have some of the others as well. One example is we had a request to try to break down the silos. Somebody who was saying, I've been here a number of years and I just met a new employee who learned this that and the other thing. And I never knew that or I've only worked in my area. We talked about it and we managed to get I think someone from the museum is helping us lead tours upon occasion and we're looking for other opportunities to where we can get people to go on spontaneous tours to learn more about other parts of the campus. Another one that came up, this one is not resolved yet. We're still working on it. We had a question about staff sabbaticals. Some people in the staff council had no idea that there even was a staff sabbatical. What is it?

What is it? We started educating ourselves. We felt like there's room for change in that current procedure. We began to discuss it. We've got two people on staff council, I think Ed and Caitlin who had been researching that they've talked to some people on campus who handled the faculty and staff sabbatical as they stand now, they've had HR discuss things. They're still researching and looking at that. So that one's not resolved. But we are actively looking at that. It was came from a

topic that rose brought forward and we started those requests. Does that help Suzanne One thing I might add to that, just for clarity, this this term that Jeff just used like HR related topics. I just wanted to say what we mean by that. Or these are topics that have impact on staff that are maybe policies or procedures that have a tie back to HR. They're not necessarily things HR bed or created or wanted to do. It's more than HR is often the engine that's being called upon to drive some of those changes. There are natural partner when there is something that we need to get to their attention because it impacts something they are doing. Or it's some feedback from staff that they want or need to. Here, we are often the conduit of that information. So staff have a question or a concern about something that's changing. A lot of times it's a matter of where we're reaching out to them just to say, Hey, people have questions or concerns. We want to help you understand what those are or we need your help in responding. Some things are just straight and referrals to HR. There are certain topics that are not appropriate for staff council. And just to recap a few of those because we honestly have not had I don't think any of these, but just to remind everyone, if you have a a specific issue in your job or in your relationship with your supervisor or something like that. That would be a straight-up. Go to HR or go to ethics point, that type of thing. That's not what we discussed in staff council. We are truly here to help the collected staff concerns and voices be heard in the areas where they need to get to.

Jack. You want to add to that? Here's another one that I came up and I think this came up from a couple of different topics. People were talking about, Hey, why did you take away the thing in the board packet that tells us who the new hires are. I always looked at that for a reason. Xyz, someone else said it another way. Well, it turns out it was taken away, but it's also existing now in a new thing that HR is doing. I think it's on their info hub page. So if you didn't know about that and you miss some of the information that HR put out about that. If you read our minutes, we then thank you, Angela. When we respond, she makes a hyperlink from our minutes over to where that is. So you might make a bookmark. So I have that bookmark because once a month HR updates all the new hires. So I'm always looking for people who I know or who work in an area that I work with. And so I'm trying to figure out who they are. Well, That's something that came off from some of our concerns. Okay.

What other questions can we answer for you? Thank you for your courage and asking first one to them. We appreciate you. Anybody that would like to ask a question, feel free to unmute and do so. I know it's impossible to see all 90 people on the screen at one time. But we definitely want to get to your question if you have one. All right. I'm gonna assume we did a really good job present. Jeff has a question, oh, no, here's Debbie. Why and be original selection of staff members on the council, were there only one part-time staff members selected? That's a great question, Debbie. And that really, really comes down to who through their name in the hat is the reason why Jill was not elected because she was part-time. She was elected to represent the area, which is what Jill you are representing, what? First partnership and continuing education. For that whole area. Jill was the person they elected. If there would be staff members who are part-time in any area they can run for staff council, we're so glad Jill did, but I certainly hope that within all of your areas, you guys are thinking about that as you're voting on who your next staff council representatives should be. I think I see one more in here from Elisa. Is there a way for some before that question let me just add to that because I'm the one who brought that up as a concern. So that's my buddy Debbie Brewer. What we all need to do Debbie is make sure that your part-time people get if they aren't on this call right now, make sure they can go see this recording. Make sure they go to our website if you're wondering. Well, so Jill's area as continuing education, my area is business and illegal. You're gonna see next to my name, you're gonna see Mike Neil. So you would say to Mike Neil, hey, who should I talk to? Or if they're afraid to talk to my deal, then talk to me and I'll tell you. I really came from Janelle Vogler. And so she mentioned to all of us, well, maybe your group didn't do

a good job of telling all the part-timers that this was something they could do. Maybe a part-time person who was worried about one of the meetings aren't with my shift. Again, supervisors can work that out, but we've got to start the talk. We've got to start talking about it so that we get that great representation. Thank you. Lastly, we have another question in the chat. Do you want me to take that clarify one thing really. I'm sorry. Who was clarifying or am I have Maryann. I just wanted to clarify because Debbie mentioned selected and I wanted just to clarify that it wasn't we weren't selected. We had to put in our name for interest or be nominated and then be part of an election. So any part-time are out there, put their name in the hat, because then you will be put on the ballot for election. It isn't like a committee where you get invited to join. It is it's the other way around. So Angela, I answered one of the chat questions. I just want to clarify a couple of other things from some things I'm seeing on here. The form that Jeff talked to you about, that is the topic requests form. Some people may have some trepidation about that. I don't want to I want to just clarify what that form is. First of all, it's super simple. So if you open that form, it's like what Greek questions staff, It's super, super easy. When you fill that form out where it goes is it comes back to our Teams site. For us, the 19 staff council members only can see it. It does display what you put in. You get to decide do you want to share your name? Do you want to share your email address or do you want it to be anonymous? Anonymous requests for topic consideration are certainly allowed. And all we're asking you for all that form is just tell us what is the topic that you want us to talk about. What, what is your idea of what you think would be a great resolution for this topic are a great way forward. It's pretty simple stuff that we're asking you there. So we do want to encourage you to participate with us that way. What was the last one on the time commitment, less liquid. And have you spent any time on this at all? Lastly, doesn't get to answer that because nobody else drawing. I'm not going to answer that, but I think I'd like for someone to answer that would wanted the representatives like to answer that. I'm going to pick on Christi. Christi, what do you say about time commitment? Bless your heart, Leslie, you know, I have no sense of Tom. I was sitting here hoping, please God, don't call on me wisely. Now, we have a scar.

Time commitment. What we meet bi-weekly, monthly, an hour. An hour and a half, twice a month. Thank you.

A sweetheart. I'm just really bad with Tom. It's one of my major phalanx. Guess the thing that I'll add to that Ghana, outside of meetings, there's not a lot that we do. We have to raid minutes. Sometimes it helps to rate up before you go to class. To sort of go through some of the topic requests, you have a good idea of what you're going to be talking about. Then for some of us, there's a bit of a time or there may be a bit of a time commitment. That's really probably my favorite part of service to staff council, which is getting to help staff who may not feel comfortable writing in formal situations or whose first language might not be English. To help them put in topic requests. Really enjoyed getting to serve and support my colleagues in that way. Is that a good answer? Does that cover everything you need to not being able to tell? There's one more element. There are optional commitments like college council is a volunteer thing that he get elected for. Being on the HR subcommittee is a voluntary thing and that might take additional time. The court is what Christie mentioned, and then up to you if you're willing and able to take on these extra duties. But I'm going to add to that, that like and I'm gonna pick on Robin Jenkins who's not here. And I'm gonna talk about, I think Robin has done a better job of what I consider to be the other responsibility. You need to communicate back to your representational group. What we talked about that month, in whatever way you do, I know Robin is really good about forwarding out the minutes to her group. She's very good about speaking to her group often about come talk to me. And because of that, I think IS topics are well-represented. I'll pick on myself and say, I haven't done as great as I think I should have on my communication to my group. I'm a healthy person, but it hasn't

worked itself out into a regular pattern like it did for Robin. To answer Kennedy's question. I think there's, there's not a huge amount of time commitment, but there's a huge opportunity for you to really expand your area and do something for the college. I'd add to that. For those of you that are concerned about numbers, somewhere between 36 hours, including the two meetings every month. By the way, guys.

By the way, guys. Thank you guys for the ones that you've put in questions in the chat and I've had a few come in directly, so I just wanted to respond to a couple of these. One person made a good point. There does not appear, there's not a way that I know of on this particular Zoom meeting for you to submit a question anonymously. But if you have a question that you would like to be asked or answered in this group, but don't feel comfortable putting it directly in the chat. If you are comfortable doing so, you can direct chat me and I'll be glad to ask and answer your question or you can direct chat Jeff or Angela. They can help us get your question in. Any of the staff council reps. If you've got somebody you're comfortable asking the question to feel free to do that now and we will get it asked. One question that somebody has asked is RR meetings remote or are they in-person with the exception of the town hall meeting, which we purposefully did this way to have the availability for all of you to join on Zoom? All of our staff council meetings are in-person and we do have a Zoom link that we use, usually just for people that are sick or need to attend remotely for that reason. So most of them, most of our meetings, we have not had to use the Zoom link at all. Right. Melissa asked How can you find out which group you're positioned belongs to? That's a great question. If you're not sure you can ask your supervisor or you can ask us and we can help you figure out what piece you report up to. An understandable confusion. And that's why in our presentation, you didn't see space management next to me because a space management is a department of like two or 1.5. I roll up under Janelle who is business services. Even a business services wasn't quite big enough to warrant. We rolled in legal. And so that's how that's how the group that formed us, which was part of the HLC work. They said, We can't have a group with 45, we can't have a group with five. And they determined that 19 was a good number. And so this is sort of how we got sliced up to create about every 75 people is a representative. That's how it happened and it's very understandable that you might be confused where you belong. But I say start raising your hand as interested up your reporting chain and somebody will move that forward. I would also just like to revisit the issue of time. This has been an unprecedented year for staff council. This will probably go down in history as the most time-consuming year for the staff council representatives. Just because of the nature of building the system that we've done. A lot of the time that's been involved as just been figuring out how to build these bridges that would build. I'm very, very happy to say that a lot of that work has been done. We do now have some good ways that we have of sharing and giving information back and forth with different partners now, including human resources has been a wonderful partner for us this year. So a lot of that foundation work is done. And so we hope as Jeff talked about per year to that now we've got our foundation laid, we've got our systems figured out, we've got our bridges built. And now the work to be done is just to use those systems now to get your voices collected and out to where they need to be heard. I hope that work will be a little more straightforward in the future. Extend directly to me in chat. Okay, go ahead, Mary. And the one that I received was like if you submit something through the form, how do you follow up or check the status, so to speak of where your request is? You want to take their own jail? Yeah. That's where again, I fully own. People who've been in me with staff council know that at the beginning I was feeling like, oh my stars, we got to answer these and they just were flooding in. What do we do?

What do we do? And I then started to say to myself, Hey. I've been here 16 years. This is not even one year of staff council. We aren't going to get it all done in a year. We're not gonna get it done in two, but we're going at the pace that we can.

Once I did that, I felt a little more comfortable. Now there's two ways that you're gonna hear responses. If you put your name in a request, that you will get at least an e-mail response directly to you. In some cases, we'll college, somebody will call you up. We've assigned individuals, go talk to so-and-so. And we've had talks others, we've simply said I will do an e-mail response to them on behalf of the group. The anonymous comments have to be responded to in our meeting minutes. And those are some of the ones that we say. Okay, how do we deal with this? As long as we were saying, we had various choices and you'll see those responses. A lot of them were just published in April 13th meeting. And so that is how we're letting everyone know, well, this is it. Now we don't put in the topics for beta. And I'll be honest and say I'm one of the ones that I don't want them verbatim because it's not always worded in what I consider to be a positive way. And yet I want us to think about things positively and I want to whitewash. But we need to get the idea out there. And then as we talk about it, we realized this theme is quite common. And so we really wrestled with it sometimes four months before we come up with a response. I think right now we have about 11 topics that have not been responded to yet because we're still working on them. A couple of them just came in. We have a process where you got to kind of get it in about ten days prior before we set the topics for that coming meeting. But some just take longer than others for us to discuss. And I also want you guys to know one of the things we've been very careful about and staff council this year was we know some things can be done just as technical challenges. We've got to build the system may make things work. But a lot of what we've gotten in from staff, we really wanted to take the time to allow the voices in the room to weigh in on what to do with this thing, because it was important to us that we give the adequate time and attention to your concerns to make sure we're being good stewards of your communication to ice to make sure it gets to the right place. So your staff council representatives have been very careful to preserve space in the meetings so that we can really address what those concerns were. We've been very fortunate in that we've had wonderful conversations with the partners across campus we needed to have conversations with to help bring those ideas forward. And we expect that we'll see that continue in the future. So I want to make sure we get to any other questions that you guys have and then I want to ask you guys a question.

I see Tim. Okay, Let's see. Let me read this one. So examples of where ideas brought to the staff council evolved into concrete solutions. It pertains to the question here is they're actually stuff that we've been able to get instituted at this point. That's an excellent question. What I would say on that is that we really have gotten a lot of things that are going to take a little time to actually get some concrete things back. Some of the requests that we got in are not necessarily things that are within our power to decide. They're more like we're here to be a conduit to get that information to the decision-makers. It has impacted decisions in some places. Then sometimes it's questions about things that have already been decided and it's more feedback around what was decided by those decision-makers. You're going to see things probably more become more concrete in year two. As we start to see the whole foundation with LE now culminate into steps that you might actually see visibly. It's like a lot of that growth has happened under ground with the roots that are being created. So you might see more of the growth above ground in year 21 of the things Jeff talked about was a concrete example of action is how we now have staff council representatives that are working with those strategic plan folks that are working on the sabbatical piece that came up in staff council, and it came up in the strategic plan. So it was an easy way for us to collaborate around that, that issue. Because sabbaticals for staff are almost non-existent. And when they are here, they're not very well structured for the staff model, right? So they're trying to work on how do we make this more appropriate for SAP. I'm Jeff. Do you want to add anything to that? Go ahead. Another one that came up. We had at least one comment about how do I hear about the different leadership groups that are happening in the county? And I heard about this one, but no one else knew and I felt like I should have. Well, that comment

was brought a lot of discussion and we discovered that, you know what, We've got a place for that shone on Info Hub. So in our responses, we'll link to that and show you there is a way to find that out. Now I will say the four Maryanne has to jump in and say, could it be easier to find? Yes, it could. And so we will continue to make that easier to find. But that's it's her team that we're working with to keep bringing suggestions and say, what's an easier way to find these things. And so everything is in evolution and we're going to make it better as we go. Maryann, thank you for your comment to me to remind me, another concrete thing that you might go look at is we actually do put everything in our minutes as far as some of these things are responses we're collecting for you from other areas that you wanted this voice to be heard in? You may, if you haven't been reading our minutes, you might be missing that piece. Jeff and I actually talked about this not long ago. Gif, I'm just going to call us out on this. Okay. You go with that. Both of us feel like in year two we need to do a much better job of using Info Hub to remind everybody when we post our minutes. That is something that we have not done a very good job of this year. We put the minutes up, but you have to actually pay attention and go Look. We really want to give you more communication to alert you that that stuff is there. Keep us accountable, look for that. In year two, we want to see more communications so that you can know when there's new information for you to go see. Alright.

Thank you, Jeff for letting me call ourselves out. Yeah. Yeah. Hey, I'm a good talker, but that doesn't work with everybody. That's right. Okay.

What other questions do you guys have? We got about maybe 15 minutes left. And what if you don't mind, we would like to hear some input from you guys. One of the things that is near and dear to Maryanne heart for sure. So I might ask her to talk a little. Here. Is a staff council is supporting a change to the professional development days, which we hope in the future to include something like an all staff meeting. If you've ever heard that all faculty meeting, those faculty meetings usually have different areas brought in better of interests to faculty News and Updates of things that faculty want to hear about. We're thinking about facilitating something like that for the staff to be able to bring forward things you need to hear about or that you need to know. I'd love to hear some thoughts from the folks here today. Would that be something that would be of interest to you? Would that be helpful to the staff? Love to hear some people unmute and just share some feedback. While people are thinking about their thoughts. I wanted to clarify too. We do call we do have a meeting called all staff, but it's more of the President or a speaker talking to us. What we're, what we're talking about is having something that would help us communicate. Changes that would affect our day-to-day operations or things like that. And not necessarily easy inspirational component which we all love and enjoy. But sometimes we just need that concrete information of what's coming up. What do I need to do? Are we ready for it kind of thing. So if you have some feedback on an idea like that, or you, maybe you have something you think, yeah, I would love to see that and this is the content. I want to see you in that meeting. Please reach out to one of us and share that because this is something I have a feeling we'll be working on perhaps this summer, Maryanne, just judging by how quickly that's moving forward. Got one here that says, Can you please share the slide again on info hub where we can find a meeting minutes. I will be glad to. I'll tell you what, what I might do. Instead of the slide, I might just show you the screen. And so just helped me somebody watch the chat because I can't see it, but tell me if this answers your question. So the way you would get to this is you would just go to Info Hub directly. And when you get there, the committees that the top, remember you're not gonna see us in the drop-down list, you have to actually click it. Then you will see us down at the bottom per staff council. And then once you click that, you're on our page and you'll find the meeting minutes by clicking open underneath the meeting minutes. And you'll find the topic requests right above that. You look in chat right now, I just pasted a link to that and chat. Please click on that and chat and set of favorite. I know

because I've been on a group working with Info Hub since it started. We're hoping to do some changes to make it simpler to search. They said, again, that won't happen tomorrow, but we're going to get there. But for the meantime, set of favorite and then come back and look at us. Vote early and often. Is that what they say? I don't know. We got about 15 minutes left. If there's any other questions or any feedback you guys have for us that you would like for us to know, please feel free to jump in and share it. And I'll give a couple of minutes here for anybody to do that. And also we'll be glad to stick around and just chat with anybody who has anything they'd like to share. Going to share one thing here. Just that a lot of you who know me, I've been here, I'm going on 16 years. Positivity is my number one strength. And I can hear some of you say to yourself, this is also wonderful. It's not that great. I'm gonna be honest and tell you the last two weeks, 16 years. The last two weeks have been some of the toughest for me ever hear. Things are going on that are quite alarming.

I'm upset. I don't know where to go, but I do know one thing. There are a bunch of people that I'm working with who will listen to me when I bring ideas forward. I'm not I'm not quitting. I am doing stuff and I'm trying to dig in and say, what can we change? What can we move forward with? You don't get what you want by leaving. You don't get what you want by keeping your mouth shut. You got to open up your mouth, Give us a shot and let us try and we may not get it right. I mean, I get it right this year. But we are only gumming up to our second year. And we will make changes and things will a better. Once you tell us a moment. Wow, Jeff. That was very well said. I think that a lot of people on this call probably a felt similar feelings. One thing that I might just throw out to you guys is what we need to do right now in our staff groups is just acknowledge some loss that we have felt when we went through this pandemic. And that was really, really stressful for a lot of areas, for a lot of different reasons. And that's not something we can just ignore. We've had a couple of years of a lot of high stress, a lot of uncertainty, and a lot of change. And now we're about to go into what looks like another year of quite a bit of uncertainty, change and loss. And so we just want to acknowledge if you're feeling that way, you're not alone. There's probably a lot of people who have felt that way too. And we will continue to be here to hear your concerns and the things that matter to you. Give us that opportunity to carry that voice forward. That's the momentum we'd started for you. Lots of people say Thank you. All right, Well, thank you guys for being here today. Please feel free to stay on and chat with your staff council reps if you like. We'll be glad to stay with you a few more minutes to answer any questions that you have individually or reach out to us after the meeting will be glad to talk to you outside this group to hope you guys have a wonderful, beautiful Wednesday. Get outside, go, go watch the sunset tonight for coming.

Thank you, everyone. What do we have to do to get you guys liked that don't turn off. So in the meetings It's so fun. I see Jeff do this now lesly wave it around. Yeah.

Everyone's dark. That's so funny. Either a timer to be extended. It's funny often that happens to me every Zoom meeting him in, I'm always turning my surprise at this point, you all don't have like a little sticker sudden you just kind of wave. I see it happen often enough. I just start doing it online. You know, when it's gonna happen, right? Yeah. I have a phone finger. Just keep it in front of water.

Just keep it in front of water. Awesome. Where are you at?

Where are you at? Are you over in the CSP? I'm in the very front. I used to be the admin here. There's nowhere else for me to go right now. So I like big windows. So I said I'll just hang out here until fix something that I said space management as a department of 1.5, He's the half I share him with procurement. I get the better half the leftover ideas go to procure my I get the goal. It says Sure. Austin, I'd

kill to have a window, let alone the big windows you got over there? Yeah. Aren't you in the basement, Jason? I am in the basement, yes. Oh, I'm so sorry. No, it's okay. It's where delivery is coming. So they opened the door and leave it propped open in the middle of winter. It's great. Yeah. But you're right by the food, Jason, we all and be that a little bit. I'm a little too close to the food. So Mark, are you on? Are you still here? I think he's muted and maybe not listening for everybody that's left. I mean, we're, we're trying to achieve some real change here. And real change is hard. It's gonna take time and patience and we really appreciate everybody's patience with us while we get our, get up on our feet and keep going with this year's getting this company here is gonna be even better. So we're gonna move a lot faster and just be a lot, lot more efficient. If it's okay, I'm gonna go ahead and stop the recording, but