

## College Council Meeting Minutes, 11/29/2021

### Attendance:

- 1) Andy Bowne: President
- 2) Tai Edwards: ABC
- 3) Jim Leiker: FA
- 4) Heather Hale: Adjunct
- 5) Kristy Howell: Staff Council
- 6) Mary Anne Matos: Staff Council
- 7) Jason Arnett: Staff Council
- 8) Robin Judkins: Staff Council
- 9) Leslie Quinn: Staff Council
- 10) Jill Sigler: Staff Council
- 11) Elisa Waldman: Cabinet Representative
- 12) Astha Thapa: Student Senate

### Minutes

- 1) Reviewed bylaws
  - a) Elisa and Mary Anne will send out the updated draft.
- 2) Select co-chairs (nominations or self-nominations)
  - a) Tai and Leslie would rather not serve as co-chair considering their load as chairs of ABC and Staff Council respectively.
  - b) Leslie nominated Jason. Robin seconded. Others voiced of support for this nomination.
  - c) **Jason Arnett was unanimously elected as co-chair.**
- 3) Select notetaker
  - a) Tai and Kristy will share the notetaking duties for spring 2022.
- 4) Shared Governance updates
  - a) ABC, Tai:
    - i) Counseling roles in shared governance
      - (1) Counseling is not part of the shared governance “lower” bodies on campus.
      - (2) Counseling has requested to have a position in ABC, voting or non-voting.
        - (a) This would be beneficial concerning student-facing issues that are shared by counselors, faculty, and the academic branch.
      - (3) Leslie: Staff Council is already broadly representing 70 percent of the campus. Including full-time Counseling in Staff Council would be adding bargaining unit members who would then be double represented from the perspective of many staff who are not in FA.
    - ii) Legacy Search; class search
      - (1) The Academic Branch has broad desire for the legacy-style class search (that we had at JCCC about five years ago).
      - (2) We need to be able to have visible notes so that students can understand what they’re enrolling in. For example, the notes could state things about how the course is online except for face-to-face exams or how the course transfers into the KU Core (general education requirements), etc.

- (3) Leslie:
- (a) The current course search is available without logging in. <https://reg-prod.ec.jccc.edu/StudentRegistrationSsb/ssb/term/termSelection?mode=search>
  - (b) We are trying to make changes with the company that owns Banner to change searches.
  - (c) We'll be able to display the course delivery method soon.
  - (d) Notes are not going to be visible and this is a problem; having notes visible would help with the Academic Branch's request.
  - (e) There is a Taskforce investigating the matter; includes Leslie Quinn, Jim Lane, Richard Fort, among others.
  - (f) We've always used very few of the Banner options because when you take a Banner update the options could be lost.
- (4) Jim: Math department chair would tell you that they have to answer hundreds of emails and phone calls when they used to have this information in the class search (and thus didn't have to answer all these questions).
- (5) Leslie: the old class search was excellent at delivering information, but you couldn't enroll straight from that website. The current Banner class search is not as good at delivering information but students can enroll in it directly.
- (6) Andy: There's a group working on it. **Can we have the Taskforce give a report at the January College Council meeting?**
- (7) Jim: Maybe mention to Ellucien that College Council is asking tough questions about why we pay so much for Banner if it doesn't do what we need?
- b) Staff Council
- i) Leslie: We've seen about 15 requests, ideas, or concerns related to staff issues. Some are not appropriate to Staff Council and related to grievances or HR policies. But a lot of the things coming in were reasonable ideas/thoughts such as "could we do this differently"? Such as, could we change the Sabbatical process to allow staff to participate (perhaps in smaller time frames, etc.)?
    - (1) Some of the issues brought forward don't seem to be under the purview of Staff Council. So, we've realized that staff need a place to take their ideas and share their thoughts. We don't want to let ideas die in Staff Council.
    - (2) I've been talking with Leslie Hardin in HR: what can Staff Council do to collaborate with HR? This is in-progress.
    - (3) Lots of other things came in about how to collaborate across campus; have more awareness of what people are doing across campus.
  - ii) Robin: A lot of people didn't know you could buy half price tickets for MTC Performing Arts Series or Nerman Museum. It's a lot of collaboration.
  - iii) Leslie: what's on the minds of staff members differs a lot of what's on the minds of faculty. We've had to be clear that Staff Council might forward information, but this is not a bargaining unit, this isn't an entity that makes demands on programs/groups. There's been a good mixture.
    - (1) Staff need a place to take issues that affect them, and they don't think HR is that place.
  - iv) Jim: So what are you asking staff to submit?

- v) Leslie: We're looking for broad issues or big picture issues. We are a place that can take ideas forward. We can take ideas up to College Council, HR, or another department; to add momentum. Staff don't have an FA and they have a lot of fear about speaking up. This is why we allow anonymous submissions.
  - vi) Mary Anne: We don't require things to be brought to supervisors first.
  - vii) Leslie: all of the council members can see all of the forms submitted. We determine what needs to be referred, what's added to the agenda, etc. We're organizing what's come in.
  - viii) Kristy: The Men of Color Taskforce, we brought that to Staff Council. We had a lot of engagement and now we're trying to use Staff Council to continue that conversation. Staff have said they have never been asked how they thought we could improve processes. Maybe this is something we could replicate.
  - ix) Leslie: so what should we do with these Staff Council issues? Thoughts?
    - (1) Jim: Sounds like fear of supervisors is a main problem?
    - (2) Leslie: No, I think the culture on the staff side is different than on the faculty side. People fall into a collaborative approach rather than a combative approach. People don't want to feel like they're doing things in a way that creates conflict.
    - (3) Tai: I think you should ask for transparency of leaders whom staff are asking questions of and demand that policies be explained if they are not clear.
    - (4) Andy: Staff Council is now that entity that's listening, providing feedback, can serve as an advocacy group. If you're bringing an issue to someone and need assistance and you can't find it – go to Staff Council. You can tell them that you are going to bring issues to College Council. Also, we probably all need a reality check in expectations. In the case of HR they might be working on 10 other issues and something new that Staff Council brings to them is number 11.
- 5) Next meeting 12/6:
- a) It is tentative right now.
  - b) Elisa and Mary Anne are going to send out the updated bylaws draft and we can approve electronically, if possible. So doing may negate the 12/6 meeting. **Watch your email.**
  - c) **Provide feedback by Friday on the bylaws** (to avoid the Monday meeting).
- 6) 3 up/3 down
- a) Up:
    - i) Collaboration
    - ii) Conversation
    - iii) Flexibility in joining from afar
  - b) Down:
    - i) Sun
    - ii) Took too long