

# COLLEGE COUNCIL MEETING MINUTES

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February 22, 2023

| 1 PM

| RC 181

## **Welcome/Review Agenda**

### **Human Resources – Colleen Chandler**

Dr. Bowne explains that Culpepper contract to look only at staff and not faculty is in process and all the work in job laddering and job families will be done but will now include internal equity audit. There's some concern it might not all line up, which triggered the pause on IE audit. This was a necessary move despite the frustration it creates. Structure has to be tested against the marketplace, a position-by-position analysis of jobs in the community. The compensation studies industry is very active at the moment.

Internal equity re FT vs PT timing? All FT/PT staff will be included in the analysis. Culpepper assures finish by the end of the year. Faculty will be analyzed in next fiscal year. Adjuncts will be included. Waiting for data ask from Culpepper which determined language around "asking for years of experience" from employees. The idea is to have two groups (staff and faculty) including FT and PT on both sides. Could possibly be phased in once the work is complete but will not be retroactive.

Relevant experience (esp for PT employees) is a recent device for pay. For FT the experience has been capped at 12 years from date of hire and system would not reflect possibility of 20 years of experience. The collection of this data from supervisors is part of what was put on pause. Want to ensure the data is relevant to Culpepper. Question about PT counselors, a specific small group, will be looked at as staff. PT librarians will be included in Culpepper study, as well.

**Welcome** to Trustee Mark Hamill and introductions all around.

**Minutes from 1/18/2023** approved

### **Shared Governance Updates:**

- Staff Council, Jeff Hoyer; Jill Sigler; Angela Boyer; Robin Judkins; Austin Maxwell
  - New member Jerry Droge, replacing Kristy Howell; looking for a mix of salaried and hourly representatives. 3-year terms of staff council will trigger elections in June. Watch for announcements on InfoHub so that there is a regular rotation of membership.
  - New supervisor and staff training project is moving ahead with Rachel Haynes in HR.
  - Spring Town Hall is coming via Zoom. Date is TBD.
- Student Senate: Yassin Ali; Kynleigh Chappell

- Working on the constitution and dress code. Public relations is working to market to students about senate involvement. Service week will be in March, flyers will drop next week. Reading to children at HCDC, work with CLEAR, museum tours, park cleanup. CLEAR liaison is a permanent position in Senate, part of the Constitution updates.
- College Council, Dr. Bowne; Jason Arnett
  - Notes are being updated more regularly in both InfoHub and on the web.
- Board of Trustees, Mark Hamill
- Cabinet, Elisa Waldman
  - Actively involved in the HR initiatives. Please complete the Employee Engagement Survey. DEI director position is out. Cybersecurity initiatives are scary but working hard on safety. Board Committee Days are first Wednesday of the month. Article Community College 3.0 was thoroughly discussed, can be made available to all.
- Adjunct Council, Kim Fuller
  - Elections are in process. Educational camps are short sessions about variety of topics, breakout rooms on each topic. Could be open to others, depending on the topic.
- Academic Branch Council (ABC), Barry Bailey
  - Vandalism of office and hallway materials should be reported very quickly. But there was a pattern of SafeZone stickers and concern for students led to questions which will be addressed to new DEI director. Report vandalism immediately so investigations can be conducted quickly.
  - Bylaw changes. Looking at initial setup and intentions. Proposal to increase continuity by adding members. Focus on divisional representation. Membership terms to remain the same in service to continuity, will be voted on. Elections are coming.
  - Dean's Council and technology challenges. Backups on instructional side in materials for teaching.
- Faculty Association, Brett Cooper
  - Did not meet in January, meetings will be on 2<sup>nd</sup> and 4<sup>th</sup> of each month. Negotiations is the big topic on deck.
- Counseling, Star Triscornia
  - Soft rollout of appointment software. Still testing.

**Items for Consideration:** (Include one sentence description, name of person submitting item)

- Update on Academic Integrity subcommittee
  - No updates. Meeting happening later. Recap of the initial issue. Subcommittee is looking into what – if anything – can be done. Recommendation will come to College Council.
- Communications Subcommittee (Jason Arnett)
  - Subcommittee is collaborating with Institutional Research on the design of research on communications across campus and expect to conduct focus groups on the subject sometime in the Fall. There is support from the Employee Engagement team of the Strategic Planning Committee.
  - Subcommittee addressed new communication concern sent up by Staff Council.
    - Streaming is less desirable to bring people back together. Recording of President's Address, All Staff Meeting already exist. Management Topics is not a campus-wide event, only for a specific group which recordings are made available to. Dr. Bowne will consider recording or streaming Conversations pieces.
    - Thinking behind this is the possibility of misinterpretations of information. Could it be beneficial for staff to listen to livestream and keep working. Some people might need time to think to formulate questions or points. Could be conversations around inclusivity. Someone who is upset could say something and there is no record to go back and see for oneself.
    - Discussion progressed and covered both sides of the issue. Dr. Bowne started the program to be accessible and will consider everything that was brought up for our next meeting.
- Meeting Minutes going forward
  - Uploads to online resources will be more consistent.

**Meeting Schedule (Room TBD)**

- April 19, 2023 RC 175
- May 10, 2023 in RC 181
- June 21, 2023 TBD
- July 19, 2023 TBD