

Staff Council Meeting 1/26/22 – MTC 224

Present: Leslie Quinn, Jeff Hoyer, Angela Boyer, Ed Lovitt, Robin Judkins, Kristy Howell, RubyRenee Wood, Karen Koller, Alison Weber, Jason Arnett, Kaitlin Krumsick, Mary Anne Matos, Jill Sigler, Kim Steinmetz, Jimmy Keaton, Betsy Timm, Carol Gard, Caitlin Murphy, Latonya Hood, Sean Bergman

Absent: None

- Introductions:
 - Sean Bergman, replacing RubyRenee Wood
 - Latonya Hood, possible replacement for Joel Hoy
- Updates from College Council
 - Greg Musil to represent the Board of Trustees going forward
 - Class Search issues being addressed
 - 1653 students seen in the counseling office at the start of the semester
 - New PLD format is well liked across campus
 - Student Senate looking for senators
 - College Council to host a Town Hall in the future
 - Building an InfoHub page for College Council shortly
- Kansas Leadership Center
 - Sean Bergman and Latonya Hood to reach out to Rachel Haynes to take their spots for the Leadership class
 - Kristy Howell to reach out to Sean and Latonya to schedule a time to get together so she can catch them up on the work Staff Council done to date
 - Both class dates coincide with existing Staff Council meetings
 - Moved meetings to 2/16 and 3/2
- Review previously submitted topic requests to determine current
 - Reviewed list of topics discussed previously, and marked each with a current status
 - Men of Color group – IN PROGRESS
 - Changes related to payment for holiday weeks – CLOSED-REFERRED TO HR
 - Flex schedule policy concerns – FOLLOWING – REFERRED TO HR – PLAN TO FOLLOW-UP IN MAY
 - Improve the JCCC Performance Evaluation process – CLOSED – REFERRED TO HR
 - Request for a program in which staff make connections across campus – FOLLOWING – PLAN TO FOLLOW-UP IN AUGUST (PLAN TO COLLABORATE WITH THE EMPLOYEE ENGAGEMENT STRATEGIC PLANNING GROUP)
 - Incorporate Staff Council information into New Staff Orientation - CLOSED
 - Establish a short term (6 week?) sabbatical for JCCC employees – IN PROGRESS
 - Meeting tomorrow to discuss – Kaitlin and Ed to update the group by email following the meeting
 - Concern regarding staff cost of living increases – CLOSED – REFERRED TO HR
 - Jeff Hoyer to follow up with submitting employee
 - Concern regarding cash incentive for COVID immunization – CLOSED – REFERRED TO HR
 - Concern regarding Black Lives Matter poster on JCCC campus – CLOSED – REFERRED TO HR
 - Communication between Staff Council and senior leadership – IN PROGRESS

- Staff Council members will take responsibility for updating their leaders on a regular basis – Staff Council members who roll up to the same leader will coordinate their updates as a group
 - Request for additional clothing options in the bookstore – CLOSED – REFERRED TO BOOKSTORE
 - Mary Anne Matos followed up with the submitting employee
 - Request for expanded dining services options/times – CLOSED – REFERRED TO DINING SERVICES
 - Mary Anne Matos followed up with the submitting employee
 - Request for increasing the number of employees approved for sabbatical leave – IN PROGRESS
 - Idea for providing guided walking tour – IN PROGRESS
 - Request for staff job level information to be available in EASI, or something similar – FOLLOWING – REFERRED TO HR – WILL FOLLOW-UP IN MAY
- Should we vote on whether or not to refer a topic to another department?
 - After discussion by the group, it was decided that we will vote on topics going forward
 - Will work on a way to vote on topics through Teams prior to each meeting

Updates on some of the topics in progress:

- New Staff Orientation – Kristy was going to ask if the power point presentation could be shared with all staff.
- Staff Sabbaticals – Ed Lovitt and Kaitlin Krumsick. Strategic plan goal strategy and next steps for facilitating discussion with key stakeholders. No updates yet.
- Building Connections and Employee Engagement - Update from strategic planning groups on how we may assist. Update from Kaitlin on draft list of staff tour opportunities across campus.

New Topic Requests for 1-26-22

1. Request for Continuing Education instructors to be able to receive JCCC credit tuition assistance
 - Mary Anne Matos motioned to research this topic further before moving forward, Caitlin Murphy seconded the motion, including reaching out to HR to get information and background on the current policy and how many employees are affected
 - The motion passed unanimously
2. Request for staff areas to have flexibility in determining their staff performance review timeline to accommodate high volume timeframes
 - Carried over to the next meeting
3. Request for employees to be able to earn paid time off by participating in an employee health and wellness program.
 - Carried over to the next meeting
4. Request for staff to receive compensation for higher levels of education.
 - Carried over to the next meeting
5. Request for a list of JCCC institutional memberships to be posted in InfoHub
 - Carried over to the next meeting
6. Request for a list of JCCC leadership development opportunities to be posted in InfoHub
 - Carried over to the next meeting

7. Concern about flexible work arrangements not being allowed by some leaders
 - Carried over to the next meeting
8. Concern about rising Covid numbers
 - Carried over to the next meeting
9. Concern about overtime policy
 - Carried over to the next meeting
10. Request for low calorie meal options in dining services
 - Carried over to the next meeting
11. Concern about staff being afraid to speak up
 - Carried over to the next meeting
12. Request for the vending machines to be fixed so they can accept credit cards again
 - Carried over to the next meeting
13. Concern about new employee information being removed from the Board packet
 - Carried over to the next meeting
14. Request for a poll to measure staff interest in creating a union
 - Carried over to the next meeting
15. Concern about lack of transparency by removal of new hire information from Board packet
 - Carried over to the next meeting
16. Question about why there was no service pin celebration in spring
 - Carried over to the next meeting
17. Request for a work from home toolkit to be created for managers and staff
 - Carried over to the next meeting
18. Concern regarding the cancellation of the employee stipend program and lack of forewarning in advance
 - Carried over to the next meeting