



## Staff Council Meeting Minutes, November 8, 2018

Present: J. Ambrose, B. Bailey, J. Brautigan, L. Brown-Cornelius, J. Burrows, E. Carreon, B. Dolan, E. Eickhoff, D. Fotoples, A. Goldhammer, K. Jansen, B. Lem, B. Mandzak, M. Marich, T. Maverick, M. Moss, M. Nicholson, L. Ramsey, S. Rodezno, A. Skurka, C. Vasko, A. Zucca

Absent: L. Vess

### Welcome & Report from the Chair

- Minutes from previous meeting approved
- Staff Council feedback forms
  - Hamlin Hall Halloween - Only invited Gesu school children & families
    - Mary Ann Hanicak: Jesuit connection provided rationale
  - Brenda Bailey: Shared calendar (universal calendar)
    - Events, training sessions, etc.
    - Google calendar to avoid conflicting events
    - Jim Burke: Going to chat with IMC, Jim was happy to have the suggestion
  - Training about IT and Banner 9
    - IT is focusing on developing training for Banner 9 upgrade
- Staff Council Breakfast with Dr. Johnson
  - Asked for last weekend before winter break
  - Angela, Dr. Johnson's assistant, asked if it could be after New Year; Eric confirmed
  - Angela meets with Dr. Johnson tomorrow, 11/9; Eric will share confirmed date for breakfast
- Great Colleges to Work For
  - Sitting with the divisional Vice Presidents right now
  - Reach out to Todd Bruce, to see if Staff Council could have information across divisions, which was done. More detailed data to come.
  - Question: How many divisions have discussed?
    - Area heads in Student Affairs are scheduled for next Thursday, 11/15. No plan for disseminating
    - Eric to push Dennis Hareza on that data being shared

## Committee Updates

### Community Building & Networking (Lisa Ramsey):

- First First Friday Coffee Hour on 10/5: 67 people in attendance
- Second Happy Hour on 10/18: 5 people in attendance
- First Lunch Hour on 10/24: 30 people in attendance
- Second First Friday Coffee Hour on 11/2: 47 people in attendance
- Happy Hour coming up next Tuesday, 11/13
- Next Lunch Hour is 11/28 in the Underground
- Massages are available to staff for a fee
  - Announcement on Staff Council webpage with more details

### Mission & Advocacy (Brandi Mandzak):

- First listening session of the year for non-supervisory staff members on 11/7
  - 31 RSVP, 22 attended
  - Similar structure to last year
  - Committee is in the process of recording feedback to share with Staff Council & the Senior Leadership Team
  - Rotating feedback, both positive and constructive
  - Talked through techniques for sharing concerns
- Stay tuned for Ignatian Heritage Week

### Recognition (Salo Rodezno):

- Staff thank you notes are in progress
- Thanksgiving notes coming
- Finals week gratitude notes coming
- First issue of Staff Notes coming in the Spring
- Volunteers helping Committee - Mary Ellen Riley and Maria Soriano-Young
  - How can we recognize?

### Communication & Assessment (John Ambrose):

- November newsletter to be sent end of next week (week of 11/12); send John an email for any additions by middle of next week
- CSSA Staff Community Service Award:
  - Nominations being accepted through 12/3
  - Link in announcements on Staff Council webpage
- Committee meeting soon to discuss Spring priorities, particularly assessment

### Membership, Governance and Finance (Brendan Dolan):

- About a month ago, submitted ideas for three year budget proposal
- Shifted attention to elections

#### Employee Resource Groups (Eddie Carreon):

- Alive and well
- Megan Wilson-Reitz and Eddie: status of Mandel grant - grants are not open yet, which is very late; this does fund 50% of the budget for ERGs this year; update should be coming soon
- Meeting set up with Noah Bickart in Theology & Religious Studies regarding an ERG for Jewish colleagues
- Will try out “working parents/guardians” ERG on Friday, 11/30 at lunchtime

#### Staff Council statement re: DEI

- Feedback form: Inquiring about a Staff Council response to the Carroll News controversy
- Executive Board: rather than respond to the Carroll News, the student community and the world in general, Staff Council would issue a position statement
- Synopsis of controversy provided by Dan Fotoples, Caragh Vasko and Salo Rodezno
  - Mentioned the Vice President Student Affairs letter to students, lacking response from the President
- <Full Staff Council given time to read draft of statement>
- Executive Board relied upon the Staff Council Constitution in drafting it
  - James Burrows: Good start for these issues
  - Mike Nicholson: How will it be delivered?
    - Send two simultaneous emails - one to the staff community (also posted on Staff Council webpage) and one to the Senior Leadership Team (also shared with faculty/Faculty Council and Student Union)
      - Faculty Council is also crafting a response
  - Dan Fotoples: Centralize University mission statement
  - Caragh Vasko: Who is this intended for? Because if it is for students, this talks a lot about things relevant only to staff
  - Trent Maverick: Statement is very vague. Why?
    - Balancing of staff viewpoints with statement, since we represent all of our colleagues
    - Language: respect v. support (refer to Staff Council founding documents)
    - <discussion ensues>
  - Eric Eickhoff: Rewrite of statement forthcoming
  - Katie Jansen: use of the phrase “moments like these;” for folks not aware of campus situation, will this fall flat?
    - Melanie Moss: If you put a name and event to this, it holds more gravity
    - <Salo Rodezno reads statement by President Johnson on the Tree of Life murders>
    - <discussion ensues regarding specificity of response>
  - Eric does not bring the statement draft up for a vote, reviews suggested edits; Executive Board will meet directly after meeting to make changes
  - Brendan Dolan: Full Council could vote on giving the Executive Board the power to make changes to the statement, as discussed, and distribute

- <discussion about whether President Johnson will actually make his own statement>
- Motion to allow Executive Board to make changes, approve, and distribute; motion passed
- Amy Zucca: What about disseminating to the Carroll News? <generally supported>

#### Open Forum

- Salo Rodezno: 11/16 - First in your family to go to college and graduate? Gathering for first-generation students:
  - A lunch to meet first-generation students
  - 11:50am in the Jardine Room
- 11/13: HR Training Series on Affirmative Action and Diversity Hiring Practices,
  - 2:00pm in the Jardine Room
- John Brautigan: Listening session
  - Idea of a shared calendar was offered a couple of times as feedback.
  - Compensation was major concern