

Staff Council Attendance December 02, 2022

Alvarez, Kelly	X
Beck, Jeff	X
Cortez, Brittany	X
Davisson, Susie	X
Donihoo, Eric	X
Hall, Natarsha	X
Hamilton, Brent	
Hamilton-Meserole, Candace	X
Harris, Jennifer	X
Hawkins, Eric	X
Herrera, George	X
Hoh, Peter	X
Kelley, Courtney	X
Knight, Scott	X
Kollman, Diana	X
Lankford, Miranda	X
Long, Sydney	X
Mangrum, Jennifer	X
McGee, Ashley	X
Mersiovsky, Andrea	X
Minot, Pamela	X
Mokake, Tom	Excused
Mook, Christine	X
Murray, LaTricia	X
Northup, Genevieve	X
Phoenix, Christy	X
Robinson, Jessica	X
Saenz, Abel	Excused
Schulze, Alicia	X
Snyder, Joshua	X
Stine, Jill	X
Vosloo, Bridget	X
Walker, Jeremy	X
Williams, Vernita	X

Staff Council Meeting

December 2, 2022

Call to Order

President Gen Northup called the meeting to order at 3:08 p.m.

Approval of Minutes

Miranda Lankford motioned to approve the minutes; Brittany Cortez seconded at 3:15 p.m.

Welcome Activity

All Staff Council members participated in the welcome activity.

President's Report and Updates

Proposal 1:

I am faculty but have talked to staff who have a set budget for travel, and they often run out of funds. Staff are not eligible for Council on Excellence (COE) funding. I know departments have budgets that can be used for staff travel, but what about extra expenses and some sort of request system like COE for staff?

Liz Howard: I have a staff of 18 and a minimal budget; something like this would allow more individuals to travel for training. COE has a requirement to present what they learned or will implement from the training that they attended.

Gen: Some departments do not have funding for travel or professional development. The research committee would look at what specifically these funds would cover. This vote is to determine if we want to pursue this proposal; the details, such as approval authority, will be determined by the research committee. The HR Professional Development team would oversee the program if it were approved.

Motion to vote on researching this proposal for a staff travel budget: Candace Hamilton-Meserole motioned, and Josh Snyder seconded.

Motion carries:

Yea: 19

Nay: 9

For our second vote, do we want a separate committee or our current Professional Development Committee to pursue this proposal?

Candace Hamilton-Meserole motioned for a vote for the Professional Development Committee to research this proposal, and Brittany Cortez seconded.

Motion Carries:

Yea: 29

Nay: 0

Proposal 2

I know a growing struggle for staff is finding affordable/reliable child care. A great benefit to consider would be either expanding the on-campus daycare from just Plano, or becoming a preferred employer with local daycares. KinderCare has a webpage for employer-sponsored child-care as a place to start research.

Josh Snyder pointed out that child care would help us retain adjuncts, or provide supervision for those who are currently bringing their children with them.

There was a discussion about daycare options potentially helping with retention, and also comments that daycare is not the college's responsibility.

The idea of short-term child care was also brought up, or the option to partner with another child care center.

Alicia Schulze made a motion to vote on researching child care, and Candace Hamilton-Meserole seconded.

Motion Carries:

Yea: 15

Nay: 12

Candace Hamilton-Meserole motioned to vote on giving this proposal to the Staff Retention Committee versus giving it to a new committee, and Pam Minot seconded.

Motion Carries:

Yea: 23

Nay: 4

Thank you

Thank you to everyone who came out in the cold and rain and helped with our All College Day commercial. We have latte bombs for everyone who helped out with the commercial.

You've Made a Difference

Tricia Murray is passing the coin to Brent Hamilton. No matter what it is, Brent is always willing to lend a hand or help out. I've never encountered him having a negative disposition when asked to do something. He is always kind when I see him, even when he is super busy and being pulled in several different directions. He is amazing.

Zoom meeting times

We surveyed about meeting times, but there was not a lot of consensus. For next fiscal year we can look at different times; we will keep on our site meeting times due to prior commitments that you and your supervisors approved.

Our survey results show that 2:30-4:30 p.m. edges out the preferred time over keeping 3-5 p.m. on Friday for the four Zoom meetings that we have this year.

Several people pointed out that ending at 4:30 gives them a chance to close out the day and be out of the door by 5 p.m.; others have situations where they are off before 5 p.m. or in off-campus locations that clear out before 5 p.m.

Gen: Does anyone feel that shifting from 2:30 to 4:30 would create a significant burden or stress? No one stated that the time shift would create a struggle.

Susie Davisson motioned to vote on changing the Zoom meeting times from 3-5 p.m. to 2:30-4:30 p.m. Miranda Lankford seconded.

Motion carries:

Yea: 29

Nay: 0

Executive Committee Officers

- VP – Josh Snyder: Keep an eye on your co-workers and students during the holidays.
- Treasurer – Candace Hamilton-Meserole: We currently have \$6,293.89. Thank you for turning in your mileage; please turn in forms for October if you have not. You are also eligible for mileage if you drove to Allen to participate in the Staff Council commercial.
- Recorder – Pam Minot: Please check attendance when the minutes come out; please let me know if there are any errors. Please email me your room number if you have not, if you received an email from me.

Service Committee Chairs

- Recognition of Service and Excellence (R.O.S.E.) Awards – Candace Hamilton-Meserole: We will be doing a selfie booth as an enhancement for this year's event. We may do a hall of fame of past winners.
- Student Employee of the Year (SEOTY) Awards – Alicia Schulze: Our nominations form is live; we have had 24 responses, with 15 individual candidates.
- Foundation Support/Silent Auction – Tricia Murray: We still have the truck raffle going on; please take some flyers. There is still time to buy tickets; your chances of winning are good. 100% of the funds go towards scholarships.
- Meals on Wheels (MOW) – Courtney Kelley: Our current action item is to email last year's campus reps to see if they want to be a rep this year. I hope to have more information about this year's drive in January.
- Random Acts of Core Values Committee – Pam Minot: We have had an excellent response to Gen's emails reminding people to nominate their co-workers. We have also made some changes to our nomination form for clarity. Gen and I delivered our quarterly challenge coin to Daphne Babcock at the Wylie Campus. The emails we receive from nominated individuals have been full of positive feedback; this is a great way to recognize others for their contributions to the college. Dr. Huppe also recognized the nominees from SES in the First Friday meeting.

Research Committee Chairs

- Full-Time Staff Retention – Jennifer Mangrum: We met on Monday and will move into the research phase on a mental health day. We hope to finish our research in mid-January.
- Professional Development – Natarsha Hall: We will have a meeting next week, but I did meet with our last chair; we will be working on a proposal for professional development funds.

- District-Wide Communication – Josh Snyder: We have two of the four quotes back for the nametags we sent out. We are also working on newsletter updates.

Ad Hoc Committee Chairs

- Bilingual Stipend – Pam Minot: We have done some further research; I need to compile it and get it to Gen.
- Blue Santa – Scott Knight: We have seven nominees; we will close the nomination form this weekend. If we do not have more nominations, we will sponsor all seven. We will divide into teams to shop and wrap.
- Staff Memorial-Brittany Cortez: We are still thinking about things, we have reached out to Faculty Council, and we have had some good discussions, but some of our ideas are not feasible for various reasons. Please email me if you have any good ideas.
- Campus Ambassadors – Eric Donihoo: This program is good to go; Dr. Matkin and Floyd Nickerson have both approved this. If you are interested in being an ambassador, please email Eric. We need two for every campus.

New Business & Announcements (Round Table)

Eric Donihoo: One of my part-timers was just promoted and is full-time. He is excited to have insurance, and he is moving to Frisco.

Andrea Mersiovsky: Please share the truck flyers. The spirit shop closes next week.

Vernita Williams: Our department is hiring a full-time HR specialist; if you know someone, please send them our way.

Candace Hamilton-Meserole: Next Friday is graduation. We have more than 500 students who have said they are coming, and 28 bachelor's degrees are being conferred.

Susie Davison: Looking for a student who can use a grant starting in January; this is for someone who wants to be trained to be a wind turbine technician.

Eric Hawkins: I will be in the Wylie Christmas parade this Sunday at 5 p.m. as the Collin Cougar mascot.

Gen Northup: I have completed the first two sessions of Women Who Mean Business in Austin. Burnalong, our wellness platform, is up to 28% of full-time employees registered.

“Feeling gratitude and not expressing it is like wrapping a present and not giving it.” William Arthur Ward

I wish you a very Happy Holidays and hope you come back refreshed. I challenge you to submit a Random Acts of Core Values nomination for a colleague. In your personal life, make one phone call next week to someone that you have not talked to or told how much you appreciate them.

Adjourn: Josh motioned to adjourn. Candace seconded at 4:51 p.m.