

Staff Council Attendance January 13, 2023

Alvarez, Kelly	X
Beck, Jeff	X
Cortez, Brittany	X
Davisson, Susie	X
Donihoo, Eric	X
Hall, Natarsha	X
Hamilton, Brent	X
Hamilton-Meserole, Candace	X
Harris, Jennifer	X
Hawkins, Eric	X
Herrera, George	
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	X
Mook, Christine	X
Murray, LaTricia	X
Northup, Genevieve	X
Phoenix, Christy	X
Robinson, Jessica	X
Saenz, Abel	X
Schulze, Alicia	X
Snyder, Joshua	Excused
Stine, Jill	X
Vosloo, Bridget	X
Walker, Jeremy	X
Williams, Vernita	X

Staff Council Meeting

January 13, 2023

Call to Order

President Gen Northup called the meeting to order at 2:31 P.M.

Welcome New Member

Sarai Gonzalez Coordinator, Food Service Systems

Sarai's top committee choices: Foundation Support Committee, The Recognition of Service and Excellence Award, Professional Development, District-wide Staff Communication

Welcome Activity

All Staff Council members participated in the welcome activity.

Approval of Minutes

Miranda Lankford motioned to approve the minutes; Alicia Schulze seconded at 3:11 p.m.

President's Report and Updates

Proposal:

Every year, the College chooses a Professor Emeritus. As you know, this goes to a retiree who has exemplary service. What about a Staff Emeritus award? There have been some outstanding staffers over the years who, I think, should be honored as well.

Gen: The faculty honor goes to someone who has retired from Collin with at least 10 years of service. Our award may or may not look the same, and some benefits may differ.

This award would be a once-a-year honor. The person would be selected after retirement.

There was a discussion regarding the fact that we have had staff leave and then want to come back part-time.

Texas A&M University has a similar program.

Motion to vote on if Staff Council would like to pursue this proposal to research a Staff Emeritus award: Brittany Cortez motioned, and Brent Hamilton seconded.

Motion carries:

Yea: 23

Nay: 7

Do we want this to be on the docket for the Staff Retention Committee, or do we want a new committee? Jennifer Mangrum stated that it would be a few months before the staff retention could work on this proposal.

Motion to vote on if an ad hoc committee should research this proposal:

Motion carries:

Yea: 21

Nay: 8

Brent Hamilton self-nominated to chair ad hoc committee

Courtney Kelley motioned to vote for Brent Hamilton to be the chair, and Candace Hamilton-Meserole seconded.

Yea: 26

Nay: 0

Brent Hamilton is elected as chair.

Additional committee members:

Pam Minot

Ashley McGee

Courtney Kelley

Discussion Items:

Item 1:

As the cost of living continues to increase, more Collin College full-time employees are working second jobs to make ends meet. Should we consider conducting a survey of full-time staff to find out what percentage of employees are working additional jobs? Based on the results, we may make recommendations to the Leadership Team.

The compensation analysis was discussed, but this is only done some years, and it alternates between faculty and staff. The survey would allow the collection of data on why individuals are working a second job, if this is needed to pay bills, or because people enjoy doing other things. Our salary compared to Dallas College was also brought up as a discussion point.

Collin employees needing to care for aging parents or family members not being able to move out because their income is needed to contribute to household expenses was also discussed.

Gen will discuss this with the Compensation Team if we decide to move forward before we take any additional steps.

Motion to discuss this idea and the next steps with the Compensation Team:

Motion carries:

Yea: 25

Nay: 4

Item 2:

There has been a suggestion that we change the bylaws to change the two-term limit for members who are interested in serving as Vice President/President in a subsequent term.

Do we like the limit of four years?

Do we want to add a clause to allow someone to take on a subsequent term for members who are interested in serving as vice president/president in a subsequent term?

We discussed when we would require individuals to roll off or change terms to three years. We also discussed that with the current bylaws, people have to decide very quickly if they want to be vice president before people have had a chance to see what Staff Council is about.

Gen will draft a few options for this change, and we will review them next month.

Thank you

Thank you to everyone who participated in the Super Bowl commercial contest; we won third place. This was a big win for Staff Council and excellent visibility for us.

You've Made a Difference

Brent Hamilton is passing the coin on to Courtney Kelley. I want to recognize her for everything she does for our campus and Staff Council. I thought she was very deserving.

Executive Committee Officers

- VP – Josh Snyder: Not present. Passed on kudos for the Staff Council commercial.
- Treasurer – Candace Hamilton-Meserole: \$5,831.09 is the funding we have left. Thank you, everyone, for submitting travel expenses promptly.
- Recorder – Pam Minot: Please let me know if you see any errors in the minutes or with attendance.

Ad Hoc Committee Chairs

- Blue Santa – Scott Knight: We helped 10 families this year. Special thanks to Wal-Mart for giving us an extra 10% off our purchase. \$3782 was raised, ten families were sponsored, and we bought everything on their lists. They were all Collin employees or students' families.
- Bilingual Stipend – Pam Minot: I will get Gen final updates next week.
- Staff Memorial – Brittany Cortez: We initially think we will keep it simple, sending a card to the family and the flag at half-staff. There are concerns that if we do plaques or bricks, individuals will want recognition for past staff members.
- Campus Ambassadors – Eric Donihoo: We are in the process of finalizing what we are going to do for each campus. Once that is completed, we will send it to Gen.

Research Committee Chairs

- Full-Time Staff Retention – Jennifer Mangrum: We are wrapping up research on mental health; we have started to look at child care, Jan. 31 is the next meeting.
- Professional Development – Natarsha Hall: We have started on our first proposal, which is being cleaned up now. We have completed our research to propose offering more professional development funding.
- District-Wide Communication – Josh Snyder: Josh is not present. Tricia Murray: The roadshow is being rescheduled for the second to last week of February. We want to add a video/PowerPoint of how to find us on CougarWeb. We are also going to check with Communications about social

media marketing. We have made updates to the Staff Council website; we also want to add the meetings to the TVs around campuses. We are working on name badges for events, and we will also be working on the Staff Council newsletter.

Service Committee Chairs

- Recognition of Service and Excellence (R.O.S.E.) Awards – Candace Hamilton-Meserole: The nomination form has been revised. We are trying to ensure that individuals provide examples of core values. Feb 1 is the launch date. Last year we had about 60 nominations, so we are hoping for at least that many this year, if not more.
- Student Employee of the Year (SEOTY) Awards – Alicia Schulze: We have 30 individual nominations and more than 50 submissions. Last year's winner is on the selection committee. We will meet on the Jan. 23 and 31 to select the winner.
- Foundation Support– Tricia Murray: Stetsons and Stilettos is coming up, and we will need some volunteers. We will need volunteers for the event and the day before. Feb. 24 and 25 are the dates.
- Meals on Wheels (MOW) – Courtney Kelley: March 1-31 are our collection dates this year. We have secured our campus coordinators. We also have the list of requested items.
- Random Acts of Core Values Committee – Pam Minot: Random Acts is going fantastic; Gen has been sending out emails that have generated a lot of nominations. The mMakerspace has had a hard time keeping up with acrylics, so we are looking at possibly going with an outside vendor for our recognition item.

Gen Northup: "Do not wait until the conditions are perfect to begin. Beginning makes the conditions perfect." Alan Cohen, Author

Happy 2023 to all of you!

Adjourn: Candace Hamilton-Meserole motioned to adjourn. Miranda Lankford seconded at 4:24 p.m.