September 8, 2004


The regular monthly meeting of the Staff Council was called to order at 1:00 p.m., preceded by a well-attended, morale-building Open Forum session at which three surveys were made available for attendees and constituents to complete -- Climate, Ask Brother Craig, Talent.

Chair and Chair-Elect Reports
Pamela Thomas noted there was no formal agenda. Pamela assigned survey responsibilities: Chair and Chair-Elect - Ask Brother Craig, Climate -- Campus Climate, Development -- Talent. Chair and Vice-Chair met with Pete Michell Friday, September 3. Pete shared some of his goals for the year, and asked for input on prioritizing. He seems to be primarily concerned with staff morale. Other possible goals: 1) revising procedures to comply with new state and federal laws pertaining to exempt and non-exempt, 2) updating job descriptions as a first step toward updating staff compensation study, 3) Emeriti Program, 4) Performance Management Program needs reassessment, and 5) due to privacy issues, only oral presentation will be given of last summer's outside consultant's review of H.R.

Treasurer's Report
No report.

Old Business
Minutes of August meeting read, discussed, corrected. Secretary will re-submit. It was noted that end-of-year reports should be made available to new Council members.

Committee Reports:

- **Bylaws Committee:** No report.
- **Compensation and Benefits Committee:** Update from Frank John on Emeriti Program. The vendor is talking about requiring all employees to join. Implementation of the Program is delayed by six months, due to IRS compliance issues. Discussion concluded that all staff should be informed of this postponement. It was recommended that Frank should email a summary to Staff Council to then forward on to constituents.
- **Development Committee:** On behalf of Staff Council, Debbie Deikman sent welcome letter and flashlight to all new staff members, and Council is up-to-date with welcoming new employees through end of August.
- **Election Committee:** No report.
- **Climate Committee:** Letter to Pete Michel with CC Brother Craig Franz and Provost Sally Stampp voicing concerns over recent staff dismissals was reviewed and discussed. After revisions, Joe Arone moved to approve the letter, and Scott Kier seconded the motion. Vote was unanimous.
New Business
Council members were asked to sign-up for shift at Benefits Fair booth. Pamela Thomas thanked Staff Council for its work.

Respectfully Submitted,

Kate Cole