



Staff Council

B1 Meeting Agenda

Date: Tuesday, September 2, 2025

12:00 p.m. – Tutt Library, Rm. 238

1. Introductions
2. Icebreaker: What is your superpower?
3. Visitors:
 - a. Ty Nagamatsu – Staff Council's MVV
 - i. Establishment of group norms
 1. Ombuds Ty Nagamatsu shared with the group the final version of the Staff Council Group Norms that were developed during the summer retreat.
 2. Staff Council voted unanimously to approve the norms.
4. In the Loop – Block 1
 - a. Welcome Table
 - b. Photographer
 - c. 2 Attendance Counters
 - d. 2 Emcees
 - i. Script provided by Keragan
 - e. A request for sign ups to fill the slots for various positions will be sent by Keragan sometime before the meeting. Please sign up to participate.
 - f. Agenda Items for future ItL
 - i. The agenda is set for first In the Loop meeting, but we are responsible for setting the agenda for future meetings
 - ii. Encourage all members to think about your areas and what would be good to cover at an upcoming meeting; people appreciate hearing about amenities available to them
 - iii. Also encourage staff in your areas to submit kudos
5. Sub-Committee Updates
 - a. Committees
 - i. Modifying the mission of the committee, historically has been the go-between to the go-between to getting staff on committees; this year, we want to provide more support, drum up interest, etc. Also want to make sure to shine a light on all committees instead of just high-profile ones like budget and compensation
 - ii. We are meeting soon to figure out how to advertise committees to get more people interested and signing up
 - iii. Staff Council has a slot on the Antiracism Commitment Committee; Alyssa Tews volunteers to be the Staff Council rep on this committee

b. Communications

- i. We set the communications plan for the year, which will include drafting an email after every Staff Council meeting that you can send to the people in your areas; this ensures consistency in information being shared across the college
- ii. We will also send a staff-wide email following In the Loop, four times per year that includes info on initiatives the council is currently working on, etc.
- iii. Jessi Burns has developed a simple communications plan with dates and will send it to everyone for review once it's finalized

c. Events

- i. The welcome back staff event last week was successful, we handed out 137 Kona Ices
- ii. We plan to have the Josh and John's truck at the beginning of summer for staff appreciation event
- iii. Save the date for the Holiday party on Friday, Dec. 12, afternoon
 - 1. The event will be at Robson this year; we will host a free skate for staff on the ice, and then the food and drink, arts and crafts, a quiet space, and games on the concourse

6. Campus Parking

a. Update from the Summer

- i. A small group looking at campus parking issues that have been heard from staff
- ii. Co-chairs are with Pedro for a discussion to potentially reopen some of the parking concerns; now that the policy has been in place, we think it's a good starting point, but know we know where the pain points are and advise that we dig into noticed issues and start discussions around how to address them; the fee structure going away is not on the table

b. List of concerns from Staff

- i. A receipt should be provided when buying a parking pass to open transparency; with the new structure, staff are confused about how much they are paying; need something that shows exactly how much you paid and how it's coming out of paychecks
- ii. Include an option for temp tags for department events, temp/OC employees, and a roaming tag for staff who are required to go between buildings with a vehicle (i.e. to drop off equipment, their position requires them to be in multiple buildings across campus, etc.)
- iii. More enforcement in the paid parking lots; staff has experienced issues parking in their own lot because spaces were taken by community people here for other events
- iv. Clearer policies and procedures around hockey parking; when staff are required to leave the parking lot earlier than their designated word

day end, what are the expectations for the rest of the day? This especially impacts hourly employees

- v. Clearer policies regarding street parking, what is CC vs City run, how is it enforced, if paying for the street, staff need to be guaranteed a space
- vi. More support or options for parking for community members so they feel welcomed when they try to come here; new payment requirements are impacting and upsetting community members who are invested in CC (CC choir members, FAC visitors, etc.)
- vii. Plant employees - several employees paying for the same parking spot, only one spot available; can't they share one parking pass for the one spot?
- viii. More consistent training for people who are directing parking and telling people where to park during big events; not consistent with what staff are told by parking office
- ix. More signage needed in each lot so it's clear what's allowed in each

c. Next Steps

- i. Co-chairs are meeting with Pedro to discuss options such as setting up another group looking at this issue and figure out which issues are actionable
- ii. We are starting with Pedro, but eventually will bring parking and campus safety into the conversation
- iii. Open up to the group to have other Staff Council members a part of the conversation once we know if there is a path forward

7. Co-Chairs updates from HR

- a. Met with Ryan, have a meeting once per month with him to talk about any upcoming changes
- b. Employee Performance Conversation changes
 - i. Moving to only two per year are required (end of fall and end of spring), with the other two as optional; exception is for staff that are getting 1s and 2s are required to do all of them until scores improve
- c. On-Campus Professional Development
 - i. HR is fully staffed so they are working on rebuilding on-campus professional development, and a longer-term professional development series; once they are scheduled, encourage staff in your area to take them; the more people interested, the more they will have
- d. Compliance
 - i. Coming soon from HR, all staff will need to sign paperwork to keep us compliant with federal regulations

8. Division Updates

- a. Staff Council - Have one opening for the campus activities/res life representative; point person for that division for this semester will be Israel Ashiagbor; staff in those areas can come to him if they need anything this fall

- b. ITS – Governance groups being formed for specific projects; ITS moved to Collins House and some to basement of Armstrong
- c. Enrollment – financial aid moving to near registrar's office, Pedro's area moving to Spencer; finally fully staffed
- d. Academic admins – met with Cameron to talk about compression and compensation, hopefully getting raises to address high turnover
- e. Athletics – fall sports started, openings for strength coaches, events/ops position, candidates on campus now
- f. Facilities – service interruptions coming up for fire alarm testing, classrooms will be done over block break
- g. Student life – NSO went well, campus sleep out this Friday, lots of games and activities, midnight breakfast, movie
- h. Advancement – restructured annual giving office, Parent and Family weekend is coming up the last weekend in Sept and expecting 900 people; Homecoming the weekend after, expect about 1,000 total
- i. Comms – Staff structure reorganization, brand refresh coming this fall, reach out to comms if you need an updated logo for anything