**Staff Meeting**  
**11-12-20**  
**Summary**

- Congrats Sarah McKinley, Angela Cabatbat, Verna McKinnon-Hipps for being selected to serve on the Strategic Planning Implementation Committee
- Conclusion:
  - re: distribution of College Staff Committee Minutes to CAS: Quarterly summary will be added to the College website and link will be shared in monthly Deans Memo along with the information posted re: other shared governance bodies
- Discuss relationship with Staff Council
  - New representatives
  - Our Staff Council Rep in the past has brought issues raised in College Staff Committee to Staff Council.
  - Relationship building is needed.
  - CAS Staff would like to better understand – in what instances we can turn to Staff Council.
  - Future issues to turn to them on? WA State Labor, Performance Eval, Job Titles/Compensation
- Meeting Schedule
  - Today 1:00-3pm, Meeting ID: 910 7767 2950
  - Wednesday, December 9 1:00 - 3:00pm
  - All other dates for 2020-2021 will occur on the 2nd Wednesday of each month
  - For the agenda and meeting protocol, please visit Staff Council Meetings and Materials.
- Staff Council (Rosie, Christina, Johnica)
  - Subcommittees
    - Christina subcommittee meets regularly with HR, shared info about APR in CAS. Review, Benefits and Compensation subcommittee.
    - Can directly send info to point people for subcommittees (some of these point people will be decided today and Dec)
- FSS (Angela, Lauren, Thorne)
  - Often the only way to advance is to go to another institution
  - CAS Staff Positions when they open up – consider making it open to internal applicants only
  - Deans Office/Advising Center makes a practice to interview all internal applicants but appears perhaps it is not an option to restrict it to internal applicants only
  - Christina will bring up to Staff Council
- EC (Christina)
  - Favored giving staff votes in all areas including college rank and tenure, faculty development, etc.
    - Will be updating EC bylaws to reflect it once FSS and Dean approve
- FSS has been supportive thus far
- Kimberly and Lauren are on the College Bylaws Committee will be submitting the revised College Bylaws to EC and FSS, shortly

  o LCIJ (Sarah, John)
    - Recommendation to continue partnership with Peoples Institute on undoing racism workshops. Specific training on microaggressions – systematic racism needs to be addressed first because that is where microaggressions come from
    - Want momentum and balance between moving forward and how to engage in a sustainable way (in between quarters was problematic for some in the past)
    - Staff issues with LCIJ continued conversation, next meeting Jan

  o Strategic Planning Implementation Committee (Sarah McK, Angela, Verna)
    - Mapping CAS initiatives