

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