

College Council Minutes
February 5, 2021
1:00 PM – 4:30 PM

In attendance:

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Dr. Joanna Anderson, President | <input checked="" type="checkbox"/> William Thomas, PSA | <input checked="" type="checkbox"/> Darci McFail (MaL) |
| <input checked="" type="checkbox"/> Becky Beydler, Career/Tech | <input type="checkbox"/> April Young, PSA | <input type="checkbox"/> Christina Vinroe, SGA |
| <input checked="" type="checkbox"/> Beverly Marquez, Health Sci | <input checked="" type="checkbox"/> Christy Admire, CSA | <input type="checkbox"/> Chloe Andresen, SGA |
| <input checked="" type="checkbox"/> Michael Davis, Academics | <input checked="" type="checkbox"/> Becky Rose, CSA | <input checked="" type="checkbox"/> Stephanie Hull (FA/MaL) |
| <input checked="" type="checkbox"/> Jeromy Layman, PSA | <input checked="" type="checkbox"/> Melinda Strange, CSA | <input checked="" type="checkbox"/> Jo Lynn Turley, Secretary |
| | <input checked="" type="checkbox"/> John Matthews, WAFB | |

Review and Approve the Agenda	Melinda Strange made a motion to approve with the modification that she would report on Agenda Item #3 for April Young Motion seconded by Beverly Marquez
Action Required:	Motion Passed
Review and Approve the Minutes	A motion to approve the Minutes from the December 4, 2020 meeting was made by Darci McFail Becky Rose seconded the motion
Action Required:	Motion Passed
ELT Report Out from College Council	For the February 9, 2021 ELT meeting, Stephanie Hull has volunteered to take notes and report on the College Council meeting.
Action Required:	
Agenda Item #1 – FY22 Budget Preparation Overview	Keith Acuff took a look at how our diligent efforts in forecasting and making the needed cuts, helped in a positive budget result. Going forward it's important to keep a close eye on the revenue and expenses. The council explored many of the topics of concern and interest. The value of our IT Services was acknowledged as top notch and a quality of service that is well above other institutions. Keith Acuff also covered the use of the CARES Act funds and a review of the potential use of the new CRRSAA funding.
Action Taken:	Motion: Darci McFail motioned that College Council recommend the following budget priorities for FY22: 1. Maintain tuition and fees at the current level. 2. Maintain health care coverage for employees. 3. Increase salaries for all employees. Second: Mike Davis Approved: Unanimously

<p>Agenda Item #2 – Personnel Discussion</p>	<p>Dr. Anderson encouraged College Council to view the information below on Stress in the Workplace.</p> <ul style="list-style-type: none"> Employee Engagement, Satisfaction and Morale – general discussion including EDUCAUSE QuickPoll “Stress in the Workplace” Link to the EDUCAUSE information https://er.educause.edu/blogs/2021/1/educause-quickpoll-results-stress-in-the-workplace <p>She also reminded everyone about the Virtual Counseling Services provided by Central Methodist University.</p> <p>The Employee engagement committee has worked hard to have fun activities for employees during this difficult time. The team has been very creative and they have done a great job. Suggestions to consider outside events when the weather breaks was a popular option brought forth.</p> <p>There was a brief discussion about the expectation of employee volunteer hours, more definition will be provided when we are closer to a return to normal status.</p> <p>College Council talked about the SFCC work environment after COVID-19. Serving the students and providing a good learning environment and related services should remain our top priority. The use of focus groups may be a way to get a better gauge on ideas and needs. Taking advantage of the positive changes from our recent shifts in the workplace.</p>
<p>Action Required:</p>	
<p>Agenda Item #3 – Consistency of Communication</p>	<p>Melinda Strange started a conversation about the issues of consistency across campus with positions and responsibilities. The council also addressed communication as it pertains to changes and new processes. The council would like to see us find better ways to be sure the information is being communicated in a form or forms of media that will reach everyone.</p>
<p>Action Required:</p>	
<p>Agenda Item #4 – Justice, Diversity, Equity & Inclusion</p>	<p>Dr. Anderson introduced information siting the work on a campus policy regarding Justice, Diversity, Equity & Inclusion. The link below is part of an equity series that several members of leadership participated in. https://agb.org/news/press-releases/agb-justice-diversity-equity-and-inclusion-initiative</p> <p>Many ideas were offered as ways of contributing to the support of a strong policy effort. How do we infuse the work of justice, diversity, equity and inclusion in our institutional practices? Use of a consultant, multi-language literature for distribution. Dedication of</p>

	resources and who is responsible for making the financial resources available. Campus Pride, safe space training, a direction spearheaded by Yvette Sweeney and Jeromy Layman. How do we support those that are having the conversations and add to the direction they are headed?
Action Required:	
Agenda Item #5 – Student Satisfaction Inventory	Darci Mc Fail informed the Council, we will be doing the online version with the ways of distribution and notification yet to be determined. Staff and Faculty should encourage everyone to participate as their way of contributing to the improvement of their college experience. A suggestion to offer incentives to participate, but that is not a possible, due to the anonymity of the survey.
Action Required	
Next Meeting	The next meeting will be held on March 5, 2021 at 1:00 PM to 4:30 PM via Zoom
Adjournment	Motion to adjourn by Jeromy Layman Motion seconded by Melinda Strange
Action Required:	Motion Passed

Round Table Sharing:

Dr. Anderson informed everyone about a Webinar presentation of a Compensation Study, the webinar is free and not registration is required. Anyone wishing to attend should click the link below.

Dr. Anderson sought input from the College Council about how things were going and what concerns or issues faculty and staff are experiencing.

Beverly Marquez reported good student participation this semester, but not all have had the same experience.

Many shared in a discussion about the importance of having Navigators on Campus and the important role they play in student success.

The general consensus from the College Council is that they would like to see the college focus on serving the needs of the students and retaining a reasonable flexible environment.

Becky Rose reported information about work being done to provide added security as it relates to the VPN and Forticlient. If you have any trouble, please contact ITS for help as soon as possible.