

STAFF COUNCIL Minutes
Wednesday, March 8, 2006
1:30PM – 3:00PM
St. Paul, AQU 210

Present Were: President Pat Reinhardt, Linda Lee Borovansky, Cathy Crowell, Carol Hagen, Lisa Keiser, Carol Wilkie, Jessica Cook, Mary Madigan, and Michael Andregg.

1. Opening reflection – Cathy Crowell on Mindfulness
 - Reflection for April 12 meeting: Lisa Keiser
2. Secretary's report – Michael, subbing for Kimm
 - Minutes from the February 8th meeting were approved with corrections to items 4-a and 4-b.
3. Treasurer's report – Crixell was unable to attend due to extra work in Minneapolis.
4. Committee reports:
STAFF COUNCIL Committees:
 - a. Elections. (Linda Lee, Lisa) [this topic was laid over to agenda item #5]
 - b. Web Page. Cathy will update the web page with minutes and announcement in due time of the first recipient of the Staff Council Recognition Award.
 - c. Charitable Giving. Carol W. and Jessica have completed arrangements for discrete donations to Second Harvest during the Staff Appreciation breakfast, April 5.
 - d. Welcoming/Mentoring. Linda Lee presented another 7 welcome packets for new hourly employees which were distributed to various SC members for delivery to the new hires.

UST Committees:

- a. Affirmative Action. Carol H. reports that a compelling story emerged during the last AA meeting, the essence of which is that a former student, now employee at St. Thomas reported how very different things were for those two groups. As a student she could pretty much say or do anything, care free. As an employee she feels it is very different, very political, must always watch what you say, opinions solicited but then retaliation if they don't conform to superior's views, "horrible." This is a second-hand report relayed by the third hand of the temp-Secretary, so details are almost certainly garbled. But the core observation is important as it relates directly to climate issues which are occupying enormous amounts of time this year. Jessica had a report on that we could not get to.
- b. Budget Advisory. Michael reports that the next BAC meeting is Friday, March 10 at 2:45 pm in JRC 222 and encourages any Staff Council member to attend since we've been one short here all year.

--- No further reports were possible due to time constraints and urgent business that follows with item 5 ---

- c. Diversity (Carol W.)
 - d. Fringe Benefits (Crixell, Jessica)
 - e. Minneapolis Operations (Mary, Crixell)
 - f. UCW (Cathy)
 - g. HRAC (Pat)
 - h. University Strategic Planning Task Force (Pat)
 - i. New agenda item added on campus climate (Jess) but time did not allow review.
5. Elections. Linda Lee gave an extensive report on the status of the upcoming election, with sample ballots, including the manner of layout and mailing together with invitations to the Staff Appreciation Breakfast. She shared extensive language relating to how to frame the "At Large" position and many members added their editorial comments in writing or by voice to this and other items. In the end she

was encouraged to finish the job with all due prudence because this critical mailing must occur soon. It is a very large and important job, for which she and Lisa who has helped her were thanked.

6. Staff Appreciation breakfast:

- Invitation to non-exempt staff – Linda Lee, and Carol W. will incorporate all editorial suggestions and do the mailing very soon.
- small gift – Mary presented us magnificent lip balms with SC data imprinted.
Mary also showed us the much larger trophy discussed below.
- menu – remains the same as last year, and is handled by Kimm.
- entertainment/program – Lisa & Jessica presented a very detailed program of entertainment, announcements and prizes which begins with the Showed up String Band and ends with Klondike Kate singing two songs but being not too risqué for a Catholic institution. In between are comments from Senior Administrators, door prizes and the important first awarding of Staff Council Recognition.
- door prizes – President Pat reported that she recently sent out about 50 letters to previous donors and to a few new prospects for donations. There was some discussion of how to deal with door prizes for those who send RSVP's but cannot attend. That will be handled about the same as last year, but this year we will not use runners and will announce door prizes in one block rather than three to save time used for the Recognition Award.
- Second Harvest – Jessica and Carol W. reviewed how they will handle donations.

7. Staff Council Recognition Award

- Award process – Pat and Lisa reported various details, a quick ballot was passed around and the first winner was determined by a large majority. She will be announced at the breakfast. There was much subsequent discussion of how to
 - contact nominees
 - how/when to advise recipient winner
 - disclosure of nominees & statements
 - announcement of award recipient
 - invite nominator to read statement at breakfast?

In the end a group of five or six personally went to congratulate the winner immediately after the meeting, Michael advised 4 others individually, and all other nominees were to be advised soon by other Staff Council members so that we could get some idea of how many flower things were to be purchased for nominees likely to be present at the breakfast. Gene Scapanski recommended the flowers and another important detail which was to invite the senior campus photographer and video team leader to document this first Recognition Award. Yes, both the winner and her nominator will be invited to make some comments at the breakfast.

- Plaque – Mary presented an excellent range of choices and the council approved one costing ~ \$118 from Hammond. She was thanked for hard work on this important item.

As noted in the agenda, Dr. Gene Scapanski joined the meeting for this agenda item, but he declined to vote and suggested his best role was historical perspective and advice. In this first round we received nominations for 12 Nominees (one of whom received 3 nominations). Two of those 12 were later determined ineligible because they were salaried staff, and Council Member Linda Lee voluntarily withdrew from consideration because she is on the voting body. All observed that there were many inspirational nominations, so we expect no difficulty finding worthy recipients in the future. Several of us will gather on April 4 to set up MHC-304.

Next meetings: April 5th, Staff Appreciation Breakfast
April 12th in St. Paul, 1:30 – 3 pm

Respectfully submitted by temp, Michael Andregg

2005 – 2006 Council Members

Council Member	Constituency	Phone	Campus Mail	Term
Michael Andregg	Auxiliary Services	2-5925	MCG	2004-2006
Linda Lee Borovansky	Administrative	2-6417	LOR 508	2004-2006
Jessica Cook	At-Large	2-5030	JRC LL56	*2005-2006
Cathy Crowell	Academic	2-5786	SOD	2005-2007
Carol Hagen	Administrative	2-6704	AQU 106	2004-2006
Lisa Keiser	Academic	2-5982	5003	2004-2006
Mary Madigan	Mpls/Chaska/Gainey	2-4140	TMH 207	2005-2007
Pat Reinhardt	Academic	2-5150	5027	2004-2006
Crixell Suteria	Minneapolis	2-4961	MSL 100	2005-2007
Kimm Thiboldeaux	Food Service	2-6060	5049	2005-2007
Carol Wilkie	Administrative	2-6962	DEV	2005-2007
Vacant	Physical Plant/Security			

* completing another's term

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