Staff Council Attendees:
Lisa Heiskell, Sierra Krippner, Kat Thomas, Lauren Erlacher, Josh Pittman, Traci Siriprathane, Sarah Loff, Erin Merrill, Alison Vasquez, Hannah Thorne

Discussion Items
Chair Update – Alison Vasquez
- The chair will be attending the Leadership Council meeting on Friday, August 29th and will report back on that meeting next month.
- Monthly meeting with HR and President Dobkin:
  o Staff Council Retreat - Reviewed what the council discussed during the retreat and our goals for the year and the role of Staff Council.
  o Budget – Approved the Staff Council Budget - $1,000 has been allocated to Professional Development, and $1,000 for events. The Staff Retreat will come out of other HR funds.
  o Campus Climate - Discussed general feelings of staff after the changes over the past year
  o Conflict Resolution – Discussed where conflict resolution should be housed and what role, if any, Staff Council should play in this. The conversation is ongoing.
  o Suggested Items for Next Meeting –
    ▪ Should we be expecting mid-year department budget cuts?
    ▪ What is happening with the strategic planning group?
    ▪ Can we get a list of all of the committees on campus?
    ▪ What is campus leadership doing to address staff retention?
    ▪ Discuss how the Milestone Awards are being presented.

Committee Updates – Committee Chairs
Recognition – Sierra Krippner
- Awards from last year are ready and will be passed out next week. They were paid for from the HR Milestone Awards budget.
- The committee would like to work with HR to make sure that the Milestone Awards are presented in a consistent and meaningful way. Alison will address this in her next monthly meeting with President Dobkin and Julie Freestone (HR).
- The committee requested that communications from Staff Council to the entire staff include a reminder about nominating co-workers for Staff of the Month.

Professional Development – Lisa Heiskell
- The next four committee meetings have been scheduled in conjunction with upcoming professional development fund deadlines.
- At the next meeting the committee will discuss the leadership series or a similar professional development opportunity.

Community Development – Traci Siriprathane
- The committee met and discussed the fall and spring event line-up. Dates are forthcoming.
- Fall events ideas: pie contest, a hike over fall break, paint night, and a salsa competition.
- Spring ideas are: Wine and cheese night, soup cook-off, kickball game, and ceramics night
• The committee is working on possible raffles to encourage event attendance, and more ways to spread the word about events.

Other Discussion Items

Next Forum: No-cost/ Low-cost Benefits
Because the time off policy was recently reconsidered and amended, we will not discuss additional benefits that would be considered additional leave time.

What is most important for you to be happy at work?
• Flexibility – institutionalized flexibility where staff are encouraged to ask for flexibility and managers have the tools to accommodate.
• Second parent leave
• Infant at work program
• Wellness benefits

Strategic Positioning Committee – Traci Siripathane
Traci is part of the Strategic Positioning Committee and is soliciting input from the staff on the following questions:

1. Think about assumptions we make about ourselves as an institution – when we talk about the qualities of Westminster with audiences that perhaps don’t know us that well, what are the descriptors we fall back on? (We will eventually test those assumptions with data.)

2. Think about activities/programs (broadly speaking) that you would use to fill in the 2 blanks below keeping in mind the focus on quality and distinctiveness:

   a. We are really good at __________________ and can prove it.
   b. We are the only institution that ____________________.

Staff Open Forum – Conversation with President Dobkin

Staff Attendees: Winter Morse, Julie Till, Mackenzie Bledsoe, Chloe Barnett, Bri Buckley, Jennifer Raineri, Valerie Burnett?, Emily Swanson, Kait Brown, Sharon Crawley, Trisha Jensen, Jo Hinsdale, Kara McShane-Hefley, Amy Fairchild, Madi Anderson, Emmalee Swedko, Christopher Davis

President Dobkin responded to a variety of questions from staff members regarding the strategic planning process, tuition increases, staff retention, low-cost/ no-cost benefits, increasing stability, budget cuts, the portfolio workshop, staff involvement with the portfolio and program planning process.