Staff Council Meeting Minutes
Thursday, June 5, 2014
10:30 AM – 12:30 PM
Downtown Campus, Amethyst

Members Present: Dan Pinard, Suzanna Saenz, Celia Tapetillo, Mykle Zoback, Carla Boyd, Donna Cohn, Mary Jondrow, George Ahlers, Jason Brown, Aurie Clifford, Denise Dudoit, Chris Hauser, Joyce Jaden, Sonia Jones, Stacy Lauver, Jan Posz, Adrian Snellen, Sandra Valdez, Sriura Weirich, Tanisha Arnett, Juan Diarte, Jodie Valenzuela, Tanya Hawks, Jorge Caballero, Trisha Silva, Don Harp, Dennis Olson

Excused Absence: Amy Parker, Kathleen Hernandez, Aleksandra Knezevic, Mark Roybal, Shani Stewart,

Unexcused Absence: Laura Porfirio, Desiree Maultsby, Zeshan Siddiqui

Non-voting Members/Visitors/Guests: Lee Lambert, Dr. Zelema Harris, Mark Ziska, Deborah Yoklic, Julie Hecimovich, Delso Bosquez, Greg Wilson, Keri Hill

1. GENERAL MATTERS
   1.1 Introductions
   1.2 Agenda modifications — approved
   1.3 Approval of meeting minutes from May 1, 2014 — approved
   1.4 Public comment and/or question(s) — none

2. BUSINESS
   2.1 Provost Report and HLC Update — Dr. Zelema Harris
      2.1.1 New provost starts on July 1st
      2.1.2 HLC Update
         • 64 comments received on HLC draft; many were editorial or referred to the gaps in the draft
         • Work is still taking place to close gaps and respond to all criteria and core components
         • Third party comment period to the HLC open until August 1st
         • Dr. John Roush to speak on All College Day, August 22nd
   2.1.3 Veteran’s Audit
      • We can now certify new veterans again
      • Hundreds of files to still be worked on
      • Thank you to all of those that helped
   2.2 Policy Updates — Debbie Yoklic
      • No policies to be presented today
• 13 policies to be presented for non-substantive changes at next BOG; some policies have been consolidated
• SPG will be coming for the Governance Council

2.3 HLC HR Update — Diane Deskin, Lee Nichols, Alison Colter-Mack
2.3.1 Looking at the findings: making sure any actions (in progress or future) have a clear roadmap back to the findings
• Have we done a thorough review to see if there are items in addition to what the HLC has found?
• What evidence do we have?
• More surveys to follow regarding HR
• Satisfaction survey to be launched in next two weeks to seek feedback from applicants for employment, hiring managers, and screening committees

2.3.2 New hiring SPG
• Currently no process to document non-competitive recruitments; a draft of a plan has been added to the SPG to create a process for approvals. Char Fugett will return to talk more about the internal hiring process at later date

2.3.3 Sexual Harassment Training
• More trainings to follow on other topics
• Continuous improvement will be part of these new training modules

2.4 Liaison Report — Mark Ziska
2.4.1 Meet & Confer is complete
• Two major task teams (exempt and non-exempt) to look at the step plans. Mark recommends that we have a common approach and bring the two teams together
• Looking at faculty recruitments and salaries for purposes of retaining and recruiting
• How do we use our current structure to find solutions? Ex: using 12 month contracts instead of nine month contracts

2.4.2 New recruitments
• Provost starts on July 1st, but she’ll be here next week to get acclimated
• NW Campus president has been hired
• Tomorrow the hiring advisory committee will meet to recommend the presidents for DC and CC and hopefully there will be an announcement by Monday; DV will be looked at later
• Working to create opportunities for internal candidates
• Question: Any more information on candidates being able to get feedback after a recruitment is complete? Mark asks that candidates be able to get feedback and sees no reason why this shouldn’t happen.

2.5 Chancellor Report — Lee Lambert

2.5.1 Referenced a speech he heard by General Colin Powell and the importance of going out to the sites to see how things work in comparison to what direct reports tell you. Wants to bring these leadership ideas to the College – getting people out of their offices and onto the campuses and sites and taking a more proactive approach.

2.5.2 Will continue to hold office hours at the campuses during the academic year.

2.5.3 Wants PCC to be the leading community college in the country.

2.5.4 Having “why?” people and “how?” people throughout the organization and how this shapes the expectations for leaders at the College.

2.5.5 HLC Update: we were criticized for posting our draft (which was not required by the HLC to be posted for public comment) in our effort to be transparent.

• Identifying gaps
• Taking the HLC’s recommendations seriously. Ex: We still need a facilities planning committee, which was recommended in 2010.
• How do we fix our structure to allow for improvements?
• How can our Board better participate in planning and provide the necessary structure?
• Building a calendar, taking reports to the Board, developing metrics, etc.
• Facilities committee will include a staff person and a faculty member from every campus, as well as representatives from facilities; students will be given an option to participate.
• Chancellor has asked our partners to contact the HLC and let them know about the changes they’ve seen in Pima.

2.5.6 Questions:
• How do we utilize technology to help students participate in our committees and be respectful of their time?
  o We need to look at technology and change our videoconference vendor to a more reliable and compatible product.
• Question about leadership and management structure and how it pertains to faculty, academic freedom, and our own internal concept of “tenure”.
  o We need to look at our structures and also have a conversation about what academic freedom means as it has become distorted at this institution and schools across the country. Also, how does academic freedom affect our budget and our use of taxpayer funds? How do we respond to community comments regarding our workforce training programs?
2.5.7 All College Day will be at TCC; events at the end of the day may be held at the West Campus
2.5.8 Greg Wilson is the new Academic Dean at Downtown Campus

2.6 HR Website – Feedback — Dan Blumberg, Sonia Jones
2.6.1 Looking at the IT website for Pima as an model for new website
2.6.2 HR is looking for content ideas for the public-facing HR page
2.6.3 Trying to get the new site up by July 15th; will take comments until June 12th
   • Look at the HR page in the Intranet, under the Spotlight section for examples of the new pages
   • There is a link to the feedback area on the Intranet

3. EMPLOYEE REPORTS
3.1 AFSCME Report
3.1.1 Summary of Meet & Confer items that are going to the next BOG meeting
3.1.2 Task force being created for step plans, performance based evaluations, etc. Will be looking for non-AFSCME volunteers
3.1.3 AFSCME elections will be on Saturday, June 21st. All positions will be open. Voting is from 11:00am-6:00pm
3.1.4 Questions for the union rep:
   • Is voting in person required? Answer: Yes, it is required by the constitution
   • Will there be any action by AFSCME regarding the ability for domestic partners to use tuition waivers? PCC’s interpretation of the statutes is more conservative than the U of A’s. Answer: this issue has been brought forward to Washington and is still in the process of being resolved

3.2 ACES Report
3.2.1 Report will be deferred to next month

4. COUNCIL REPORTS
4.1 Board of Governors Report
4.1.1 Postponed
4.2 Campus/ District Report(s) and Updates

5. OTHER BUSINESS
5.1 Staff Concerns
5.1.1 To respect everyone’s time, this will be emailed in and shared with group

6. OPEN FORUM/QUESTIONS

7. ADJOURNMENT - Next meeting: Thursday, July 3, 2014
   8:30 – 10:30 AM
   Desert Vista Campus, TBD