

Classified Staff Meeting
February 5th, 2015

Call to order: 11:05 am

Roll Call: Carolyn Kirby, Kim Reed, Louis Belt, David Thompson, Bryan Edwards, Pam Groseclose,
Jennifer Johnson
Guests: Deirdre Guyton, Nicole Ballard, Tom Harrison

Approval of last meeting minutes: no minutes to approve due to technical difficulties

Old Business

- HR – Jonette out the month December. Carolyn and her have not been able to get together
- PEIA – No report
- Holiday Events – Way to go for the ones who helped with that. It was a great turnout.

New Business

- Nancy is resigning as vice chair which means we need to find a replacement. This person will be in charge of all the ballot elections in April. An emergency meeting will have to be called before then.
- If you are considering running again for Classified Staff Council please let someone know so you can be put on the nominations list
- College Council – very long meeting, discussed company communications, issues with social media and not using it to the full extent. Discussion regarding the influx of all user emails that are being ignored. Complaints were made that the web page is not user friendly. Issues with 15-Finish initiative are having a huge impact on non-traditional students. Faculty are upset. Remember this is not mandatory. A committee has been formed to look at how to provide the best service to traditional and non-traditional students. Jennifer is representing classified staff on that committee. Dept. of Education is rumored to be planning to change full time status from 12hrs to 15hrs.

Next College Council meeting 3/2/15

- Employee of the year elections are coming up. Carolyn has ballots and has been talking to Jonette on time frame for elections; possibly beginning nominations Feb 23 and ending March 5th. Voting will be held March 9-20th. Rules will be talked about due to issues with last year's ballot having employees in exempt status nominated as well as in non-exempt Motion was put on the table by Jennifer Johnson and seconded by Kim Reed to allow, regardless of category, an employee being put on the list for voting. Motion was not carried. 4 against 3 for. Questions to Jonette regarding Emeritus on the cutoff date
- Classified Staff Election will be during the 3rd week of April
- Please complete the event survey regarding the employee recognition dinner
- Mention has been made as to when BOG will join us for a meeting but will have to be after hours. Carolyn will send out a request for all available times.
- Discussed a possible pot luck luncheon meeting and inviting all classified staff to join sometime in June
- Classified Staff meetings are better on Thursdays for everyone
- We will need our agenda into the BOG 2 weeks prior to the BOG meeting if we want anything addressed.
- ACEE Report
 - Next meeting is Feb 18th

- Transparency needs to be created on what's going on, Louis gave handouts on all things they talked about dealing with Senate Bill 330. There will be a state level meeting here at BSC on April 14th at 9am Tierney Hall. Everyone is encouraged to come.
- BOG – Next meeting February 19th. T&C presented master plan. Faculty presented ways to promote enrollment and participation. Talk was made about merging with another institution. Discussion was made about hiring a marketing manager to help promote the school
- Flower Fund – 219.36
- Carolyn read a statement of confidentiality to the classified staff
- Next Meeting March 5th 2015
- Motion to adjourn – Kim Reed, seconded by Jennifer and David

Chair's Comment's – 2/5/15

As elected representatives of classified staff, we have a duty to serve the best interest of our constituents. Many times employees use us as sounding boards and confidants to vent frustrations. They are not necessarily seeking a solution, rather a co-worker that is willing to listen and provide feedback and empathy.

This governing body has struggled for many years to gain participation in these meetings. I have heard more than once and from more than one employee that something that they have shared with one of our council members has gotten back to the supervisor and has caused a great deal of unnecessary and added stress to that employee. I find this totally unacceptable and unprofessional. If we cannot be trusted by those individuals who have elected us to represent them, then how are we to gain their respect and more importantly their trust to serve them.

We have many issues of concern at BSC. Enrollment, retention, and employee morale being at the top of the list. We cannot begin to improve employee morale if our colleagues do not trust us. When morale is down, the other two issues are most certainly going to suffer. If you are not going to be a part of the solution, by maintaining confidentiality, we definitely have issues. Unless an employee directly asks for mediation or intervention, it is to be assumed that they just need to vent. Please do not take it up on yourself to intervene with their supervisor without their permission. That is their responsibility to deal with not yours.

If you feel that you are unable to uphold the confidence of the people who elected you, then I will gladly accept your resignation from Classified Staff Council. If we are going to see improvement in employee morale, it's going to start here and it's going to start today! We are going to support each other, we are going to lift each other up, and we are going to pat each other on the back for jobs well done. We are the backbone of this institution! We are the Classified Staff of Bluefield State College!!!!