

**Augsburg College
Staff Senate**

Wednesday, April 9, 2014

12:00 – 1:30 p.m.

Marshall Room

Present: Mark Chamberlain, Tracy Christiansen, Mark Cotton, Jill Davenport, Michael Grewe,
Joanne Reeck

Absent: Keith Bateman

Excused: Sara Schlipp-Riedel

Items in bold are action items.

1. Approval of Minutes
 - a. The minutes from March 26, 2014 were approved.
2. Staff Senate Elections
 - a. Mark Ch. is getting elections information out.
 - b. Mike will collect nominations through April 17 and coordinate with IT around getting the ballot created and sent out to all staff on April 24.
 - c. Elections will be taking place April 24 – May 1.
 - d. All Staff Senators are asked to recruit people to nominate themselves.
3. Staff Senate Membership Roster
 - a. Having someone keep track of who is appointed or who is elected as a Staff Senator would be an important addition for next year.
4. Community Engagement Fair
 - a. Mike will send the emails of participants to Jill to send thank you notes.
 - b. Tracy suggested moving the fair to the Spring Social.
5. Attendance Policy
 - a. Jill brought up the idea of clarifying the attendance policy: Do we keep it how it is, or do we make appropriate changes?
 - b. It was decided that our current attendance policy is solid and does have enough flexibility, but that it could be rephrased, particularly the word “jeopardized;” the Staff Senate will revisit the policy and make it clear at the retreat in August.
6. Committee Updates
 - a. Safety
 - i. DPS is getting a new vehicle.
 - ii. Reported slips and falls are down.
 - iii. The vote has taken place for the new lighting around campus; option “B” has won.
 - iv. Educational and Institutional Insurance Administrators’ training will be taking place for staff members this summer.
 - v. We are entering a program called Enterprise Risk Management to predict risks in the future.
 1. 95% of organizational risks are uninsurable.
 - b. Diversity and Inclusion
 - i. There is a Diversity and Inclusion Meeting today at 3:00 p.m. in OGC 100.

- ii. The student focus groups have finished, and a report is being made and will be available to the campus. 95 students participated.
 - iii. Creating an Inclusive Campus Conference is taking place for a half-day on Monday, May 12 from 8:30 a.m. – 12:00 p.m. A member from the consulting firm with whom Augsburg is working will facilitate the conversation.
 - c. CRC
 - i. They have moved off the topic of tuition benefits for employees and their family members. The tuition benefit is not changing.
 - ii. HR determines the summer rate; it does not have to be lower than other semesters, but that is what has been decided for budgeting purposes. This may change, particularly for graduate students, for summer 2015, but not necessarily for undergrads (as there are different cost structures).
 - iii. Mike moved that Staff Senate adopt the position that the summer tuition reimbursement rate for employees be raised to 75%.
 - 1. The motion was postponed until the next meeting. Mark Ch. will write a more formal proposal to present to Staff Senate at the next meeting, including discussing what the current policy is and then stating what Staff Senate would like the policy to be.
7. Governance Updates
 - a. President's Meeting
 - i. Talked about CRC and their work to grasp the financial model at the College, particularly with the costs associated with maintaining CSBR annually.
 - ii. They are working on obtaining a staff increase for January.
8. Auggie Pride Award
 - a. We need to get more nominations, and we will make decisions at our first meeting in May.
 - b. Mark Ch. will take charge of publicity so that we can get fresh nominations.
 - c. The winners will be announced at the Spring Social.
9. Spring Social
 - a. Taking place on Thursday, May 22 from 3:00 – 5:00 p.m.
 - b. Jill will donate an iPad Mini as a prize for the drawing.
 - c. Jill will look into doing a drawing for a free parking permit.
 - d. Staff Senators are encouraged to look into getting donations from local businesses for smaller awards.
10. Next Meetings
 - a. Our next meeting is **April 26** from **12:00pm-1:30pm** in **Marshall Room**.