

Staff Advisory Group Meeting (SAG)

Wednesday, September 30, 2015, 3:00 pm – 4:00 pm, ICC, Case Center

32 Attendees (including 3 guests)

Lori Dawson welcomed everyone, thanked them for coming to the kick off meeting, and gave a brief history of the formation of the SAG. Joshua Woodfork recognized Pam Perez (McCall) and Joshua Nelson for their effort in getting the Staff Advisory Group off the ground before leaving Skidmore College. A brief summary of the purpose and intent of the group was shared; to provide an opportunity outside of staff's role to share feedback on issues that affect staff and the College at large and increase staff visibility.

Attendees introduced themselves and the floor was opened for discussion

Clarification on the "pilot" nature of the SAG was asked. It was explained that the SAG is not a pilot however the structure and ways in which the group will work with the College will morph over time and change as the attendees change.

Meeting times were discussed; the general consensus was to rotate monthly meetings from lunch time to afternoon to allow non-exempt staff the ability to attend meetings. Meeting minutes will be posted on the web site to allow for those that could not attend to keep updated. Joshua made a point of letting the group know that the President is supportive of the SAG and encourages staff to work with their managers to fit the meetings into their schedules.

Mike West announced he respects the process undergone to form the SAG. He likes the opportunity to communicate to the staff. Mike announced the arrest of Cliff Williams accused of theft and read the news article and explained it is an on-going investigation.

In light of recent e-mails regarding the changes to healthcare, Mike provided some details on the new coverage as well as a brief cost analysis. Although the cost of the insurance will increase for most employees, the change will save employees from a larger increase had no change been made in the current health care providers. The change was driven from a combination of the staff benefits survey, changes in healthcare, and an on-going search for ways to save the College money. The new wellness program being offered was also a catalyst for the change. Laura Goodwin and Barbara Beck will be visiting departments to share the details of the healthcare plan changes. Open meetings, a benefits fair, and one on one meetings will also be made available. Mike West left the meeting after the health care discussion.

The importance of each staff member knowing if they are exempt or non-exempt was stressed to ensure they are being compensated for overtime if it is appropriate.

Request / suggestion that minutes of the President's community meetings be provided in the future for those that could not attend.

Attendees were not interested in a President's Cabinet member joining the meetings on a regular basis.

Other ideas / opportunities that were discussed: willingness to serve discussions; forming sub-groups to talk about specific subjects; sharing information on software or processes to make jobs more efficient; sharing interests and passions with other staff; opportunity to thank / acknowledge others, and / or make announcements; use SAG to build community and provide feedback on current initiatives.

Other logistical comments regarding SAG: Submit questions or discussion topics in advance of SAG meetings. The SAG planning group will send an e-mail list or list of the names of the planning group out so that staff may send questions or discussion topics. The launching of a Staff Advisory Group web site and e-mail list was announced to be coming soon.

Upcoming Meetings:

Wednesday, October 28, 2015, 3:00-4:00 pm, in Case Center, ICC

Wednesday, November 18, 2015, 12:00-1:00 pm, in Library, Media Viewing Room

Wednesday, December 9, 2015, 3:00-4:00 pm, in Case Center, ICC

<http://www.skidmore.edu/staff-advisory-group/index.php>