

Members Present: Mandy, Catheryn, Lynn, Matt, (Mandy, FA Guest), (Nicole, HR Guest), Sueann, Jenna, Kirsten
Remote: Molly, Jonathan

Welcome, Nicole Ross, Director of HR!

- The floor is open to Nicole for the first 30 to 45 minutes for questions or discussion
- Updates: Employment engagement survey has been launched, please take it seriously and submit your answers as this helps the college. It is 100% anonymous so you have the chance to be honest (even brutally if you need to be)
- Handbook revisions are done, waiting to get it formatted and then it will be posted
 - Updated whistleblower policy
 - Veterans will get Veteran's day off
 - Provided meal swipes for campus staff residents (on call etc)
 - Being reduced, so it is not being abused
- TIAA representative Liz will be here 2/14, 2/15, and 4/3
- Compensation study will be available soon, cabinet and Pres Cole need to approve
 - That includes paying some the wages they SHOULD be getting paid that are below the minimum. Need to become more competitive
- Working on an equitable and appropriate advancement "chart" or progressions.
 - Might need to realign functions of positions as they are backfilled
 - Title of Senior will no longer exist, as these positions are backfilled
- Onboarding is on track to be reviewed and revamped
 - Department heads are designing their own onboarding, and we would like to see HR more involved
 - Trying to be more consistent across departments
- Launching a series of trainings for managers about HR policies and procedures
 - 60 people have been identified to start this
- Looking at bringing back Mentoring and the Gator Bites

Committee Representation Updates

- Council on Diversity and Equity (CoDE)- Jonathon
 - Discussed changing demographics and the history of the belongingness initiatives over the last 20 years
 - Staffing and what they can do with it
 - Worse retained pop are males of color (students)
 - How can we help them
 - Post Covid students are coming not as prepared
- Finance and Facilities Committee (FFC)- Kirsten
- Campus Life and Community Standards Committee- Mandy

AAC Quarterly Newsletter

- Update from Lynn
 - If you have content, send it to Lynn
 - Please have some content
- Will be sent quarterly
- Thoughts of including a “fun facts” section
- Employee option to submit “fun” photos for the news letter

Tentative AAC, SAC Joint Spring Break Event

- AAC & SAC Chairs are thinking about hosting an event over spring break; just brainstorming
 - Thinking about using the game room

Budget Balance: \$571.22

AAC, SAC, ASG Meeting

- Katheryn will meet with the chairs of SAC and the President of ASG to see if there are any collaboration opportunities early next semester in late January

Next Board of Trustees Joint Report

- Expecting the next joint report with the Board of Trustees in February
- Any suggestions on what to highlight?

Meeting Reminders

- The February meeting will be held in the 454 Conference Room (basement) as the Board of Trustees has reserved the Gold Room in the Campus Center