Classified Staff Association
Meeting with the President
Wednesday, June 28, 2006
10:00 a.m.

Those attending: President Lee Caldwell, Sheila Cannon and Darwin Gifford.

We asked the President about the role that we would play in the equity study throughout the coming year and beyond. He stressed that we should contact Pam Montrallo and request obtaining a copy of the RFP (Request for Proposal). He also mentioned that she could provide web sites where we could obtain other pertinent information relating to equity issues throughout the state and elsewhere.

According to the President, Pam has updated most of the job descriptions for the staff. This will help the consultant as well as the equity committee. She completes an equity study each year, which will also help in this campaign.

The President mentioned that during the fall, the College will initiate a public relations campaign to address our funding issues. This information will be provided to our legislators, and hopefully they will be able to realize just how far out of equity we are at this institution. He stressed that the staff associations would play a role in this effort.

President Caldwell mentioned that one year ago the staff received a pay increase and ¾ of that funding came from executive staff. In fact, last year he provided more money for the faculty and staff than he did for the executive staff. Therefore, because the executive staff was further out of line, he had to help them this year. He also mentioned that this year every penny of tuition went to the faculty and he will do the same for next year. He stressed that we really need help for the staff, from the legislature.

The President mentioned that we have a new chairman for the Board of Regents and this individual has a broader view of the institutions. Jerry Atkin and David Grant were instrumental in getting his seat on this board. Therefore, the President is hopeful that in the future we will have better representation, and this individual will be able help in our efforts with the commissioner's office. He also mentioned that our consulting report will help in our fight with the legislature and the Board of Regents.

Another issue that the President mentioned, and that the staff associations would be involved in, would be to present ideas for recruitment of Hispanic and Pacific Islander staff employees. In fact he would really like to target Hispanic women. He believes that this would be one way to bring minority students to this campus, especially with the tuition waiver program for families. One idea we thought of, would be to work with local congregations to announce job openings and encourage submission of applications, etc.

The President mentioned needs based scholarships. Apparently the state doesn't provide funding in this area and they have used interest money from state funds to help. In the future, they would like to have funding more readily available.

We briefly discussed obtaining and retaining good staff employees. Sheila stressed that we have some really good staff employees and that we need to do everything in our power to keep them here. Morale is an issue and everyone needs to be appreciated for doing their part to make this institution a pleasant place to work. This should trickle down from the executive staff to all staff employees.

The meeting was adjourned at 11:00 a.m.