

SSRC Minutes

September 9, 2008

Members present: Shannon Geisinger, Randye Jones, Retta Kelley, Ranae Hamor, Stephanie Peterson, Roger Bauman, and Kristin Lovig.

Meeting opened by continuing discussion of SSRC Handbook revision. Formatting and rewording changes were discussed.

Elena Bernal '94 joined the meeting as our guest, to tell us about an assessment process on the topic of Campus Climate on Diversity. The assessment process will take place over the next year and a half, beginning with meetings to gather issues. Consultants are (Sue) Rankin and Associates. They will conduct a series of separate meetings with faculty, staff, and students, to hear all issues of diversity. Participation time will be provided to all staff, and a location will be provided if needed.

Twelve groups are meeting on September 10, 2008. The SSRC will be among the staff involved in one of these. In this first round of meetings, the consultants have prepared four questions and they will take notes of the resulting discussions. Thereafter the consulting team will visit campus approximately monthly, sometimes meeting with small groups and sometimes with larger groups. It was proposed that a visit coincide with the support staff general meeting this fall. They could provide an overview of the assessment process, answer any questions, and begin a general discussion of staff concerns.

The consulting team will formally respond to concerns while maintaining confidentiality. Findings may be disseminated to the entire campus around early February. Senior administration will meet with the consulting team to decide what to do about concerns. This concluded the presentation by Elena.

Our fall general meeting was discussed. We propose a "Staff Open Meeting, with Support Staff Discussion to follow." Kristin Lovig will be invited to give us an update on the Staff Handbook, which should be close to a release of the revision at the time of Fall Break. Rankin and Associates will be invited to give us an overview of the campus climate on diversity assessment. We anticipate having time to break out into smaller groups of support staff for discussion with the consultants. We agreed upon Wednesday, October 22 as the date of the fall general meeting. JRC 101 will be reserved, and the Office of Human Resources will provide refreshments. Randye will design the invitations.

Other committee business discussed before the close of this meeting: the luncheon committee has been notified; continued discussion of how luncheons are organized and what role HR plays; before the next SSRC meeting the members will read the handbook revisions and be ready to finalize it.

Respectfully submitted,
Stephanie Peterson.