

**Senior Staff Meeting
December 13, 2010
Meeting Notes**

Attending: Art Costantino, Julie Garver, Susan Harris, Lee Hoemann, Steve Hunter, John Hurley, Nancy Murray, Les Purce, Todd Sprague, Ken Tabbutt, Steve Trotter
Absent: John Carmichael, Laurel Uznanski
Guest: Aaron Powell

Review of Minutes

The December 6, 2010 minutes were approved with two changes.

Announcements

- Todd announced that there was a report on the number of positions that were approved during the state hiring freeze. Most of these positions were student positions. The Evergreen State College was mentioned in the report.
- Art C. announced that it has been a busy quarter with emergency suspensions. There has been a lot going on and multiple student issues have surfaced.
- Ken T. announced that two students traveling in Peru were kidnapped and robbed. Both students are now safe and did not have life threatening injuries. The students were on independent contracts and were not traveling with a program. Students who travel are required to read state department travel advisories and sign waivers indicating that they have read them. Students are also required to meet with Michael Clifthorne on safety and with Sarah Peterson regarding travel abroad. The two students are due back this week.

Decisions and Actions

- Check on the number of other students traveling in Peru (Art, Ken).

HRMS

Aaron P. gave an update on the HRMS Banner upgrade. This is a budget and human resource management system, not just a program for paychecks. Thursday is the scheduled go live date. Last week, the department ran a parallel payroll and it ran successfully. Thursday is when we will separate from the community college system. Human Resources will send an email notice regarding the change. Posting control, forecasting, and other modules are not completed. The next priorities will be discussed. Planning for recognition for those involved in the process is in the works.

Decisions and Actions

- Present report on HRMS Implementation to the Board at the January meeting (John H.).

Legislative Update

The special session is scheduled for Saturday. The legislature plans to work on reducing the budget by \$590,000 out of the 1.2 million necessary cuts. Cuts are expected to be a combination of reductions and fund transfers. The \$110,000 that the legislature does not discuss is expected to be across the board cuts. It does not look like the state need grant is in the current cuts. The Governor will roll out her biennial budget proposal on December 15, 2010. The policy package is expected to rollout in January. Major legislative updates are posted on Julie G.'s blog which can be found on the President's webpage.

Decisions and Actions

- Julie G., Todd S and Steve T. to script campus communication shortly after the Governor's budget release on December 15, 2010 (Julie G., Steve T., and Todd S.).

Bias Incidents

The Bias Incident Response Team met on Friday. The team concluded that the graffiti in the CAB is not a bias incident, although it included race in the message. With assistance from students on the Bias Incident Response Team, they helped explain that it was a political, rather than anti-racial message. In a separate incident, there were flyers placed on faculty member doors written in Spanish/English that included a swastika with a line through it. The flyers were on the doors of faculty with programs with a Palestine/Israel focus. The Bias Incident policy refers specifically to students, not faculty and/or staff. The focus of this incident was about political actions and beliefs, not identity status. Therefore, it does not fall under the Bias Incident policy.

Les did indicate that several legislators have been contacted by community members about concern over the safety of Jewish students on campus. Legislators only know what they are hearing from others.

Ken T. noted that Board members will be invited to attend the panel discussion planned for early winter.

Other

John C. will be back on Monday, December 27, 2010.

Decisions and Actions

- There will be no Senior Staff meeting on December 20th or December 27th. The next meeting is scheduled for Monday, January 3, 2011