

PRESIDENTS' COUNCIL

Minutes

January 8, 2018

MEMBERS PRESENT:

President Tim Cook

Vice President David Plotkin

Classified President James Logan

College Council Representative Sue Goff

Recorder Denice Bailey

Vice President Alissa Mahar

FTF President Laurette Scott

PIO Lori Hall

ASG President Clare Hansen

Guest: Vicki Hedges, Aldene Sumic

ONBOARDING NEW EMPLOYEES/TALENT ACQUISITION

Vicki and Aldene presented updates to the talent acquisition process. They reviewed the Talent Acquisition Packet, the Talent Acquisition HR Checklist, and the Onboarding New Employees documents. HR will create a new I: drive folder for supervisors, including department chairs, which will have these documents and other resources. They emphasized the need for a rubric/criteria/scoring mechanism at every step of the process in which candidates are eliminated. Sue suggested updating the reference checking form. There is a new form to complete – the talent acquisition work plan agreement.

There was discussion of the veteran's preference. This will go next to College Council and only needs to come back to Presidents' Council if significant changes are made.

DIVERSITY, EQUITY & INCLUSION CONSULTANT

Tim said one of his goals is to create a DEI plan. We sent out a Request for Proposals for consultants and have selected a consultant to help develop the plan. This work will go through fall 2019, but will start this term. We will be doing outreach to students, faculty, and staff. There will be surveys and focus groups on DEI. They will work with Institutional Research data to learn about the college - where are our strengths and weaknesses and where do we need to focus our work. Tim said this is just a "heads up" that this is happening.

OTHER

David shared that the Mentoring Workgroup, which was required in the PTF and Classified bargaining agreements, has completed its work. The workgroup made a presentation to Presidents' Council and executive leadership last spring. We have put a pause on the mentoring program at this time due to Patricia's departure, but the college will continue to have the option for supervisors to assign mentors for their new employees or newly promoted or located employees.

ASSOCIATION REPORTS

ASG – Clare reported:

- Today's dollar meal served 86 students.
- The club and resource fair was today.
- The first ASG meeting is tomorrow.
- Transfer day is January 22.

FTF – Laurette reported:

- All the task force work has been wrapped up for the last bargaining contract, just in time for the new bargaining session.
- RIF grids are squared away.

PTF – no report

Classified – James reported:

- The JAQ pay equity classified forum is being held January 17.
- Ron Adams retirement reception is scheduled on January 17.
- There is a bargaining social on January 16.

Admin/Confidential - Denice reported on behalf of Sunny:

Admin/Confidential are donating to bench at the ELC for Ron Adams retirement reception. FTF and Classified will donate as well.

College Council – Sue reported:

- The last College Council meeting was December 7.
- There was an update on Student Services/Community Commons project.
- There was a first read on a policy from ARC.
- Graduation planning update.
- Next meeting is set for one week from Friday.

Tim asked is anyone had agenda items for the next meeting. Clare said ASG is trying to incentivize student attendance and participation on college committees. She suggested creating a single information sheet for each committee to give to students to help them understand more of the purpose and subject of the meetings. Laurette will be absent at the meeting.

Lori said the State of the College address is scheduled for January 18 at the Harmony Campus and January 25 at Oregon City. It will be the same presentation and will be recorded.

Adjourn 4:40 pm