

**Management Council**

Thursday, May 26th, 2022
10:00-11:00 am
Zoom

**Minutes**

**Attendees: Erik Sorensen, Morgan Solem, Roberta Farrar, Rory Johnson, Colin Trujillo, Katy Keyser, Ashley Mitchell, Cedric Aaron Jr, Paul Chown, Heidi Bareilles, Michael Perkins, Molly Blakemore, Pru Ratliff, Ericka Barber, Misty Knight, Michele Schneider.**

* Board of Governor’s email from Dr. Flamer – Erik
	+ Erik asked for any comments or questions regarding the email he forwarded from Dr. Flamer regarding the BOG email that was sent out. Colin Trujillo commented that implementation would require some overhaul of the evaluation process, and that would be something that HR would take the lead on. Rory mentioned that evaluations are subject to negotiations, his evaluation is that these will need to be negotiated to be added to the contact. Prudence Ratliff questioned what is exempted for the non-credit offerings.
* CSEA BBQ Recap
	+ The BBQs both at the Eureka campus and DN campus were a success. Thank you to everyone that participated and donated. As we start planning for the next one we can talk about how to fine tune.
* Professional Development Discussion – how to relate to the new workforce generation post-pandemic
	+ Ashley Mitchell started a discussion regarding possible training on this topic, relating to staff and students as they are having a hard time recruiting, hiring, and retaining the new workforce. How to we meet the needs of the new workforce? Priorities for workers have changed, and we need to adapt. Ashley inquired if other managers are feeling the same way.
	+ Katy Keyser mentioned they are having the same issues, struggling with hiring staff for temp positions. The people who have applied are asking what you are going to do for me. We are restricted on how much we can pay and budgets are set so how do we deal with all of this because we are struggling with being shorthanded.
	+ Ashley mentioned the normal perks we offer are no longer enough. Ashley mentioned we are just waiting for applications to come in to be able to interview anybody.
	+ Erik brought up the book *The Great Upheaval* from the professional learning days this spring and how do we have a bigger discussion on how we re-energize people.
	+ Rory mentioned that DN has had a well-paying, fulltime benefitted position open and he can’t get an applicant pool. The college has a good reputation so we don’t understand what is going on. Maybe it’s not about stability and good benefits. Maybe it’s a flexible schedule and more time off.
	+ Molly mentioned that since the pandemic a lot of people are expecting remote work. If we want to get good people we may have to start thinking about that.
	+ Rory mentioned that within the unions there is an interest in having employees on campus and if what we are hearing is that the modern worker is looking for more flexibility, we have the union to deal with, which is out of our control, we just have the contract to guide us as managers.
	+ Ericka mentioned she has been seeing question come through a list serve she is a part of and other college are inquiring on what options other colleges have for remote work. Ericka mentioned an article where companies are now offering unlimited time off and they are still having problems finding workers.
	+ Ashley talked about wage being a factor, they raised the pay of a position by $4 per hour and it didn’t make a difference. People are coming to the interviews with conditions. We are going to have to adapt because this is the new normal, if we want to fill our positions. People are burnt out even without working fulltime.
	+ Rory questioned what the next steps are, this needs to be something that is addressed. Rory mentioned this would be a good topic to bring up to the president when Erik and Ericka meet with the president. The president is the one who can open the conversation with the union.
	+ Colin mentioned how he is in the same position as everyone regarding having a hard time filling positions. Colin brought up the point that the idea of working from home is great but how does it fit with having fully in person services regularly available.
	+ Ericka spoke about a recent job fair Montel put on that she and some other CR managers attended and it was not well attended by students.
	+ Rory commented that even before the pandemic we were seeing declines in a lot of the things we have done and had good turnouts. There is a shift to have less human contact, and gathering as groups and doing things such as a job fair. If we continue doing things the way we are doing them, we will continue to get the same results. Rory also mentioned how there are some benefits to meetings such at the MC meeting being through zoom because it allows for increase connection and participation at an equal level, of individuals at remote locations, rather than being the person on phone.
	+ Erik talked about having a decorum of how we approach these meetings.
	+ Ashely mentioned how it can be the same in person where there are some who don’t participate as much as others.
	+ Rory suggested bringing our concerns to the president regarding how our system is designed for generation x and baby boomers.
	+ Misty inquired if we are able to give out signing bonuses, Rory commented that we are not.
	+ Molly mentioned the tie to enrollment regarding how people are able to get good paying jobs so they feel they don’t need to go to school.
	+ Rory commented how our enrolment tends to cycle with unemployment.
	+ Erik mentioned he would bring this up to the president.
	+ Erika mentioned how the president may be able to work on this with the new HR director.
	+ It was discussed of this topic being more of a district wide conversation.

Discussion:

* There was conversation regarding some confusion of how Juneteenth will be observed this month and whether or not the campus will be open since it is not on any calendar anywhere.
* Due to time constraints we did not open the session for departmental reports.
* Summer Meeting Schedule
	+ The plan is to continue with meeting over the summer.

**Next meeting TBD, 2022 Zoom**