

SAC General Council Meeting, 1/11/24

Agenda

- **Call to order 2:03**
- **Treasurer update –**
 - 5K: \$3,500.00
 - Ad Hoc: \$272.26
 - General Fund: \$592.85
- **5K Race Update**
 - David Millikin is the co-sponsor for 5K. He started a run group that meets at 6am on Fridays.
 - David and Nichole met with Peter from Speedy Sneakers and worked through the glitch of the teams and fundraising.
 - Nichole did get approval to present at 1st Wednesday.
 - The website is up. The running club will be marketed on the website. David put together a loop near campus that we will put on the website.
 - Dustin will do a workshop on cold weather exercising on Wednesday, February 14th. This may be a hybrid session.
 - Nichole met with Amanda Cecil, Susan Goeschl and Brett Welsh to work on increasing student involvement.
 - If interested in learning more about the 5k reach out to David or Nichole.
 - Employees will earn a rally coin for participating in the 5k.
- **Council Leadership Update**
 - Michael's departure left a hole in leadership.
 - We currently do not have a chair elect or past chair. Typically, the Chair Elect needs a Chair to help guide them into the position. It has been discussed to have Lawrence stay on as Chair until June 2025 and we will elect a new Chair Elect in June 2024. In an attempt to make sure we have 2 leadership positions we want put a Past Chair in place. Vena will come on as Past Chair until 2025. At that point Lawrence will move into Past Chair and then we'll have a new Chair and elect a Chair Elect.
 - Vena spoke with Barbara Allen about Leadership classes for members of the council.
 - We will send an email to the council regarding a new leadership structure.
 - A was question was asked about shadowing the current executive team. We'll discuss as an executive team how to implement this opportunity. We will discuss this at the February meeting.
 - Kristen spoke about Dr. Harrison thinking there should be a longer term for SAC leadership. Typically, organizations that do 1-year terms have staff backing them to hold everything together. At most places, this is a 2-year stint. The council should consider expanding term lengths. This would give more stability to the leadership.
- **2024 SAC Goals**
 - 2 priority goals: increase membership: creating hot card 2. Onboarding, 3. Leadership circles and other initiatives.
 - Important to come to events as a council to support.
 - Question for Kristen regarding recommendations for new employees interested in joining council who have some resistance from their supervisor.

- Kristen would like to know the supervisors are that are providing resistance or if there could be performance-based issues with employee.
- Suggestion of using the college pillars as a foundation for goal creation.
- Onboarding: how do we communicate to those who are new members? Most of the time new members come to a meeting and spend a lot of time trying to figure out what SAC is and their expectations.
- Melissa has the idea to help with onboarding creating a OneNote with bylaws, charters, current roster with email addresses.
- Dustin has agreed to take on the project of creating a SAC video using footage from upcoming events this year. The Goal is to have it done later in 2024.
- We should partner with HR to help with events like the wellness fair to increase our visibility.
- Proposing the idea of having virtual conversations (like Blendz) and network about things not related to work. Supporting Cougar paws.
- **DEI&B Discussion with Kristen**
 - Topic: Is there an opportunity for DEI certification and training for members of SAC. Faculty have DEI faculty fellows. Is there an opportunity for a staff fellow.
 - A lot of DEI office is student focused. We would have to think about what that would look like. Kristen needs more clarification and information about what we are thinking.
 - We can discuss professional development opportunities for members of SAC.
 - How can we be more effective in that space? What initiative do we want to take on that is staff focused.
- **HR updates with Kristen**
 - April 18th in-service. HR is expected to do something from 11-2. This may be an opportunity to partner and make sure SAC gets exposure at this event.
 - We are planning a large benefits day in the first week of April. Kristen suggests that a few SAC members help Nichole with this event. We want to get speakers and have vendors there who can do blood testing and other health testing.
 - Idea to create buttons for SAC members to wear.
- **Committee Report Outs:**
 - Bylaws Committee- We will be discussing bylaws changes at next meeting
 - Communications Committee- no updates
 - 5K Scholarship Committee- no updates. Employees were awarded for Spring
 - DEI&B Committee- If interested in joining please reach out to Kathy and Melissa. We will be putting together a meeting with Primrose in Almar and how we can partner with DEI office.
 - 5K Committee- Nichole already gave updates
 - Activities & Staff Enrichment Committee- no updates
 - Leadership Circle-Would like to get another on planned this Spring. We got a lot of positive feedback
- **Open Discussion & Department Report-out:**
 - Mammogram event will be here Thursday January 25th in parking lot near Mitchell Hall.
- **Adjournment: 3:15**