Forum Meeting Minutes 10/18/17

**Attendees**

Shari Mayer, Russ Bauer, Mimi de Rosas, Lee Clarke, Catie Gardner, Erin Updike, Shawn Galdeen, Tom Baraniak, Katie Lauer, Anita Fisher Egge, Toui Mohlke, Aimee Fisher, Melanie Cashin

**Committee Reports**

Benefits: Visit HR website > Employee Benefits > 2018 Employee Benefits link to see slide show. Contact HR with questions. 27% increase maize; 9% blue. Passive enrollment year. Still confirm everything looks good. Talk to HR if you want to change your plan. Nice Healthcare is coming in 2018. $5/visit and doesn’t draw on healthcare plan. Health coach options with Nice. We can log into Benefits Connect any time.

Budget: Healthcare again biggest pressure on college budget—growing much faster than the budget grows. Still in the process. Pushing back against compensation pressures.

Campus Design: Meeting on Monday.

College Council: Introductions of new student members. George Shuffleton will be chairing 2018-2019 accreditation process. Lots of prep work for a relatively anticlimactic visit. Summer projects and future construction updates. Bulldozing Mudd now. Dean Livingston discussed support for students impacted by hurricanes.

Special Events: Fall Decorating happened today with judging closing at 4pm. Vote for favorites!

CEDI: Still working on Diversity Mapping project. Departments are responsible for mapping their own diversity initiatives—keep a look out for that. Spring tabling resulted in some recommendations and concerns.

Dangerous Shooter/Physical Threat plan: Plan went back to fire and security group on campus. Hope to have something finalized by December. Comprehensive plan that needs to meet lots of criteria to ensure that Carleton is in compliance. Active shooter video shown at Quarterly Meeting, but longer video available. Threat assessment component and when to bring in outside resources, since security officers are not armed.

***Work focused on active shooter scenario with discussion of hunting/guns on campus not being addressed. We can do a better job of promoting where students can stores guns—promote safety and storage when students come to campus. We have a gun club and provide money for ammo and guns aren’t checked in. Where are they kept? Why is this not a bigger concern on campus? Tried discussion with security. CCFs don’t seem to have worked either. Fred and Larry would be a good place to start. Are we a gun-free campus? Do other students have a right to know if other students have guns on campus? Can we send out the campus policy on guns once per year or something like that? Can we check with St. Olaf about their policies? Can we bring to Broadening Bridge consortium? Current information is buried in the handbook, so students don’t know about the policy. Why aren’t we doing a better job of informing students of policies? We’re now losing our conduit to the committee. How does Forum maintain an information line with this initiative? Catie will seek updates from others on committee. (Melanie will draft an email to Fred.)***

Bookstore committee wants to downsize square footage and update B&N contract.

***Catie Gardner will take winter Open Conversation. Shawn Galdeen will take spring Open Conversation (President Poskanzer). Reminders required!***

**Other Topics**

***Catie suggested adding a form to the Forum website to solicit ideas for Open Conversations. (Melanie; link to it in email advertising November Open Conversation)***

Can we raise the concerns about catastrophic leave in a couple years once the benefits situation calms down? Shawn thinks we could raise it in another two years. Why do we have to have different benefits packages for SAC and Forum? Can that be addressed? ***Is maternity/paternity leave the same for SAC and Forum? Can we check into this? (Parental leave is up to 12 weeks paid for both SAC & Forum)*** Can we also look at the potential utilization? Actual cost may be much lower than anticipated cost. (3X as many nonexempt as exempt employees.) Exempt benefits costs would need to decrease to improve benefits for nonexempt employees. Health plans are the same for all employees.

More photos at events.

***Followup on Open Conversation with Dean Livingston. Is this for all staff? How are we marketing it? (SAC & Forum – Aaron will send invite to SAC; Cookies & fruit?)***

Has Carleton done any wellness challenges that decreased health care costs? Are there any programs we can do to help decrease costs? On-campus health profile tests often prevent heart attacks. U of M has credits for healthy lifestyle habits. Participation rates for gym rebates? Stretching lunch to get decent workout? Rec Center offering more flexible workout options.