

Forum Agenda

[via Zoom](#)

5/19/2021

1- 2pm CST

- **Call to Order & Welcome** - Hanah
 - Forum positions currently available
 - Co-Chair (2)
 - Secretary
 - Bookstore Advisory Representative
 - Special Events (1)

- **Welcome President Poskanzer!**
 - Plans for sabbatical
 - professor in political science in the future. Next year plan to be a visiting scholar at UCLA Law School
 - Outside of the capital campaign, what is your most proud moment or moments during your Carleton presidency?
 - Carleton is working more towards supporting post graduation work. Admitting more middle-income students.
 - What major changes or developments would you like to see from the staff as a whole over the next ten years?
 - Learn from the pandemic, re-evaluate how we work and what we need to do our work. In the next 5-7 years more people will be retiring.
 - In what ways is Tuesday Group working to address issues identified in the staff climate survey from about a year and a half ago?
 - The pandemic has created some challenges- reprioritize and move a little more slowly.
 - Flexible work: Started to address before the pandemic but we've learned many more things can be done to support this without so many restrictions. Still looking at what form this will take campus-wide. Will continue to work on the topic this summer/fall.
 - Time off days: still working on this
 - Recognition: made a commitment in Tuesday Group to acknowledge people doing great work. Faculty are great at recognizing their achievements and we'd like to see more staff do this.
 - Forum met with the President before the pandemic. At the meeting, the President was asked something like "Many staff members on campus felt being treated as second-class citizens. What is the President's take on that?" President said he was OK with it because he was a staff member too and that the faculty members were kings and queens of the College and that the staff were to support them. I wonder if the President felt the way now.
 - Clarification that President Poskanzer is not okay with this behavior towards staff. We all need to recognize that unless you are students or faculty members we are all staff and work to support student learning. There are differences in the nature of our jobs and roles on campus. This does not mean that faculty can teach staff poorly. The jobs of staff are also very important in supporting students.
 - What do you think about the high turnover rates among staff? Is there talk about ways to address this? On a related note, it seems difficult to move to a new department at Carleton,

particularly for exempt staff. Why doesn't the Upward Mobility program help staff move between departments in the same way it helps promote employees within a department?

- Starting with data, our turnover rates are not abnormally high. In the last couple of months in some divisions we have seen higher rates. Not sure yet if this is pandemic related but could be. Also, exhaustion and frustration due to this year (in a pandemic).
- Upward Mobility could be challenging because of the structure of higher education but isn't very different from peer institutions.
 - Staff comment: Not more siloed, less hierarchical
- When HR presented the results of the 2019 staff survey, one of the major issues they identified was staff feeling that their voices were not heard or valued on campus. At the February 2020 follow-up meeting on this survey, HR staff said that they would soon be convening the Occasional Group to discuss this issue and identify ways to change this problematic aspect of campus culture. Obviously, COVID must have thrown a wrench in these plans, but over a year later, has the college made any progress in ensuring staff voices are valued and listened to? Does the college plan any further changes going forward to address this problem?
 - Progress had been made in some of the concerns such as time off and flex time off.
- There are many exempt supervisors currently dissatisfied with the level of support received from Human Resources. In particular, some exempt supervisors do not feel supported when issues arise. The perception is that HR tends to focus on hourly employees and high-ranking exempt staff. Mid-level managers are left to fend for themselves and often get left behind. What do you think about this and what do you think should/could be done?
 - If you are not getting the support they need, speak to HR. Other avenues are speaking to higher management (Erik or other VP) or [ombudsperson](#) (this position is housed in HR)
- St. Olaf is giving their faculty and staff a lump sum worth 2% of their salaries in light of not giving raises during the 2020-21 academic year, as well as \$1,000 bonuses (plus an additional \$500 for custodians, public safety, and contract tracers) in recognition of the extensive extra work they've contributed throughout the pandemic. St. Olaf is also paying back retirement contributions that had been suspended for several months. Why has Carleton not made any effort to fairly compensate our faculty/staff who were also denied raises and retirement contributions, and who also put in extra work during the pandemic?
 - Salary increases this year and restoring retirement contributions
 - Key differences between how st.olaf and carleton responded to the pandemic include that carleton did not furlough/firing employees.
- What possible legal challenges do you, in your capacity as a lawyer, see facing Carleton (and possibly its peers) as we head past COVID into the unknown?
 - Not many concerns
- Q: Steve, during your time at Carleton we've dabbled more in collaboration with St. Olaf than what I believe has ever taken place. In the next 10 years should we do more, less, or the same with collaboration with St. Olaf?
 - President Poskanzer is hoping for more collaboration. These collaborations have worked around grants that both colleges support and also depend on leadership initiatives.
- Q: Divesting Carleton (i.e. in fossil fuels)? Is that something you wish could have happened?
 - no, not something that carleton should do- should weigh in on educational topics

- **Committee Reports**

- [CEDI](#) - Miiko Taylor

- May is the last month of anti-racism training
 - An assessment tool for anti racism training is being developed by CEDI in partnership with Todd Jamison of Institutional Research and Assessment and Kathy Evertz from Academic Support Center. Will be sent to all employees
 - IDE data collection is wrapping up by the end of this year. Data collection was facilitated by Cambridge Hill Partners (CHP)
 - Themes from data collection will be presented to staff in the fall.
 - IDE will draft an IDE plan using the data collection over the summer and will have it in place to present to the President Byerly.
 - President Byerly will review before it is presented to the Board of Trustees at the end of September.
- [College Council](#) - John Bermel
 - Two meetings: 4-26-21 and 5-21-21. These notes incorporate both meetings.
 - President's Report
 - Pandemic updates including testing, vaccination (check [the dashboard](#))
 - Admissions update. Art Rodriguez discussed financial aid metrics. Current first year enrollment is ~579. Anticipate a first year class of 545-550.
 - Every Carl for Carleton Campaign: \$436.8 million. Over \$130 million for need based financial aid scholarships.
 - Board of Trustees Meeting. Reinstated 4 months of previously suspended retirement contributions for Nov, Dec, Jan, Feb. our pandemic budget forecasts were met. A student housing plan should be approved by the BOT this fall.
 - Summer construction update.
 - Steve Spehn provided a brief overview of the major projects: Rec Center roadway, Goodhue bridge, Founders Court stone expansion. Other work on building exteriors, mechanical systems, and renovations.
 - Steam shutoff is Friday May 17, 2021, [join the celebration!](#)
 - CEDI/IDE Update. See Miiko's update.
- [Budget Committee](#) - Cindy Spehn
 - Information gathering process continues. We have received updates from Facilities re planning, capital projects and the utilities climate action plan; from Student life; External relations and the Library in our efforts to inform our FY23 budget planning. At our next meeting, we will talk with Admissions and also hear from the Business and Finance division. In addition, we will begin discussing our annual report and plan for fall term meetings.
- [Benefits Committee](#) - Lanhao Yang
 - The committee hasn't met yet--will meet in late June
- [Campus Design Advisory](#) - Lee Clark
 - No report, committee has not met since last meeting
- [Bookstore Advisory](#) - No new meetings until Fall Term
- [Security Services Advisory](#) - Mikki Showers, Barb Silk
 - We discussed the need to have our committees stager who is rolling off and who is rolling on to SSAG. Carleton has a new fire system - Silent night. We reviewed the impound procedure report.
 - Student representative asked a question about interacting with security in their personal space.
- [Special Events](#) - Linda Mueller, Vacant

- Our group has not met since the last Forum meeting. We are still trying to figure out if we can offer another round of Bingo before the end of the term and if that happens, we'll send an email invitation to all staff.
 - [Presidential Search Committee](#) - Jane Rizzo
 - New President announced - [Alison Byerly](#)!
 - Thank you for your patience during the search process
- **Open Discussion**
 - Open discussion
- **Announcements**
 - Reminder - if you're interested in a spot on Forum, just let us know!
- **Upcoming Meetings**
 - Wednesday, June 09, 2021 [last meeting of the academic year]