1. **Welcome & introductions**
2. **Committee Reports**
   1. Benefits Committee – Russ Bauer/Lanhao Yang
      * Changes to the Carleton retirement plan, more information coming soon. Carleton is working with a consultant to discuss current partnership with TIAA - may be replaced.
      * Carleton wants to negotiate a lower fee and higher level services from TIAA.
      * Changes will not happen until next year.
   2. Bookstore Committee – Melanie Cashin
      * New stock for graduation and reunion
      * Ask- is there a request of items that the bookstore should have?
      * Club Sport working with Whitney- handling some of the ultimate team discs. Having it more of a specialty item.
      * In the past request includes local authors and international adaptors
        1. Idea- renting international adaptors instead of buying
      * Faculty adoptions are only about 20% in-nudge faculty to get them in!
   3. Budget Committee – No report
   4. Campus Design Advisory Committee – No report
   5. CEDI – Karina Sierra (reporting for Rhemi Abrams-Fuller)
      * Disability and Accessibility at Carleton Forum—May 9
        1. Representatives from different offices throughout campus
        2. Great questions but we expected more questions
      * Ice Cream Social—May 16
        1. When at Carleton have you experienced helpful discussions, programs, or other work regarding identity, diversity, community, or equity?
      * Discussion: Should CEDI Leadership Board meetings be open to the community? Yes, but we hold the right to have private discussions when needed-add note on the agenda
      * Next Leadership Board Meeting: Friday, May 5/31, 8:30-9:30 a.m., Leighton 303
   6. Circulation Committee – No report
   7. College Council – Kendra Strode
      * Information same as President Quarterly meeting
   8. Special Events Committee – Amanda Williams/Barb Silk
      * Last coffee break June 11th
      * June 18th-Spring lunch. Something outside with games (big pizza party?)
      * Update on circulation plan: June 4th is the plan to have an open form for the circulation plan.
3. **New Business/Discussion**
   1. THANK YOU to our outgoing officers
      1. Russ Bauer-absent
      2. Amanda Williams
   2. Welcome new committee officers
      1. Lanhao Yang – Benefits Committee
      2. Mikki Showers – Security Services Advisory Committee
      3. Angel Yackel – Security Services Advisory Committee
      4. Brian Murphy – Special Events Committee
      5. Still seeking Forum Co-chair!
   3. Follow-up on meeting with President
      1. Weather-related absence/working from home
         1. President’s message was that he does not approve of working from home. This needs clarity.
         2. Around the table: Is this something we want to pursue more or handle it case-by-case
            1. Case-by-case is problematic and not equitable
            2. Tell a work policy and consistent messaging is needed
            3. Some offices are not allowed to close yet massaging to do what is best-creating conflicting messages and frustrations
            4. Chris recalls the conversation, since we are a residential campus we (Carleton) promise to have services to be able to function. Possibly an unwillingness to put a message in writing.
            5. Trying to figure out what works for SAC and FORUM members
            6. This issue came up at the faculty meeting. The acknowledgment that there is a difference between faculty and staff options.

Campus can better prepare for a plan. Possible to have a place to stay for some people

Consistent frustration throughout campus

* + - * 1. SAC employees feel like they HAVE to be here.

Email encouraging for people to take care of themselves in an emergency was sent after a few storms

* + - * 1. The conversation with the President ended without a solution or possible solution.
        2. Next Steps?

Power in numbers

Pushing this agenda item in Faculty, SAC and FORUM meetings

FORUM co-chairs reaching out to SAC and Faculty co-chairs to start discussions.

Speak to HR

Checking in with Steve P.

**Goal:** Do we want an emergency plan (work from home policy) or a close campus policy?

* + 1. Staff/faculty relations
       1. Staff being viewed or treated as second-class citizens. In some circumstances it even spills into mistreatment. President did not recognize that as an issue-he is part of staff and feels that college is for teaching and staff are here to support faculty.
          1. Did not address maltreatment-which concerns some Forum members

Chris does not believe this was brought up.

Melanie- he shut down the idea that mistreatment is occurring.

There could be more communication with the President about different instances

After the meeting, people felt like the message was that staff should accept “second-class citizenship” status

* + - * 1. Some of this information might have been on the campus survey
        2. Does anyone know where the information goes?

Last year 20% level of open positions (very high)

This survey was used to try to answer the why

Information is compiled by IR then sent to HR and Tuesday Group (update 5/27/2019 - IR expects to complete analysis by end of summer and present to Tuesday group. Anticipate sharing results with campus during fall term)

Member shared that in former employment:

Takes 4-6 months

Results sent to everyone who submitted the survey

Action steps identified and completed

* + - * 1. Member feels that this tool is an opportunity to make things right. We should ask to see timeline of when results will be available
  1. Update on wellness slate?
     1. No update since both members are not here
     2. Miiki: Has been trying to get something started for 12 yrs in concerns to utilizing some health care benefits
        1. Charging more per class and staff can get some reimbursement
     3. An initiative for staff to be given an extra 60min a week, to meet with a financial advisor (example) or someone going to the YMCA but needing more time for travel.
     4. For hourly staff, creating more equality and opportunities for more participation
     5. Wellness website is seeking suggestions and feedback for a initiative
        1. They have the ability and desire to be a part of an action team
     6. Compared to other institutions, Carleton can do more.
     7. Other member: Invite upper administration to participate and experience themselves the classes

1. **Open Discussion** 
   1. Topics for discussion
      1. HR is looking for feedback on your health plan.
      2. St Thomas removed from MIAC
   2. What’s happening on campus
2. **Adjourn**