



Convocation Meeting Minutes: August 10, 2020

Attendees: R. Lillie, Stephanie Wiltcher Sproul, S. Youngblood, Zachary Shaver, Julie Galgano, Karen Leja, Jeanette Zimmerman, YC Marketing, Lisa Rhodes, Carol Beard, M. Kervin, Karen Smith, Charlotte Dunnigan, Heather Narvesen, Emily Weinacker, Lorrie Vodika, Lori McIntyre, Nancy Ostapuk, Katherine Anderson, Cathy Gertsch, Jared Campbell, Tim Diesch, Y. Sandoval, Ryan Cougill, Ashley Hust, Linda Brannock, Frankie Cardamone, Nicole Rossi, Shannon Johns, Lisa Schlegel, Kelsey English, Mary Talosi, Zachary Wigle, Ruth Ellen Elinski, Hannah O'Brien, Elise, Hugh, J. Voska, Kammie Kobyleski, Carmen Krawcheck, Michael Nelson, Jane Hersh, Patty Naville, Ashley Burkhardt, Kelsey Rumsey, Mandi Lopez Darcien Balog, Janice Souttee, Nicole Mangelsdorf, Anna, Meghan Paquette, Sandra Carney, Leo, James Herrera, Deborah Schumacher, Linda Evans, Keryn Lafferty, Alexandra Helm-Correa, Robb Ferguson Bryan, Courtney Comstock, Michael Pantalione, Lisa Merrifield, Jacob Cloward, Nancy Bowers, Amber Lillie, Billie Norris, Doug Billman, Jodi Showler, Kelly O'Brien, Pamela Fawns, Christina Senger, Ustadza, Bradi Rhodes, Heather Scott, Marie Platowski-Beals, Jacqueline Mounce, Angela Fabela, James Rider, Holly Molina, Ryan Harms, Helen Stephenson, Jordan Bickett, Karen Jones, Linda Buchanan, Cynthia Heneage, Linda Grady, Michael Grady, Deanna Mooney, Dana McElligott, Ivonne Zuniga, Jessica Lee, Scott Nardo, Brad Clifford, Sean Lajeunesse, Gina Earls, KV, Amy Buettner, Karen Ramirez, Kellie Porter, Susanne Stock, Kay Rollis, Scott Sabo, Anabell Sartain, Garey, Shelby Thomasson, Cheryl Williams, Joyce Classen, Bob Hoskovec, Deborah Chambers, Gwendolyn Payne, Sureka Wrublik, Lee Ann Walker, Leanne Burcham, Gregory Colvin, Adrienne Carlos, Angela Gasser, Ray Ceo, Lisa Simpson-Kyle, Ginney Bilbray, Paula Tomitz, Jennifer Taylor, Becky Goldsmith, Adrienne Carlos, Rebecca Seigars, Barrett Johnson, Daintry Donovan, Stuart Harris, Linda Hoots, Ellen Harp, Matt Borja, Vincenza Campione-Gawryluk, Cynthia Brinck, Petra Bennett, Sonya Liadis, Monica Belknap, Doug, Erika, Judy Brennen, Christina Poeppel, Wendy Present, Ike Whisenand

Welcome Everyone in Attendance:

- Board member introductions
- Committee chair introductions

Past Convocation:

- Discussed the Connect the Dot exercise. What staff wanted was discussed at the retreat and goals were created
- Committees spoke about what goals had already been accomplished and what was still in progress

Committee Chair Updates – What is being worked on

- **Jenn Zimmerman – Employee Recognition Committee**
 - Winter celebration
 - Years of service – Retirement is being separated into its own celebration, taking place more frequently
 - High 5 awards
 - YC Way awards
 - Fundraisers – to benefit Roger Runyan scholarship

- **Kelsey Rumsey & Tim Diesch – Communication Committee**
 - Staff portal – communication tools
 - Update YCSA website
 - Develop YCSA onboarding brochure

- **Charlotte Dunnigan – Professional Development Committee**
 - Policies and processes
 - Application process and reporting
 - Updating YCSA website
 - Talent management
 - Chat update
 - Continuing to review feedback data

- **Julie Galgano – Employee Engagement Committee**
 - Based on 2019 Spring Convocation, the PACE employee satisfaction survey was chosen
 - Areas needing improvement
 - Advancement opportunities
 - Accountability
 - Institutional processes
 - Through Listen and Learn, an employee engagement feedback JotForm is being created

- **Katherine Anderson – Comp & Benefits Taskforce (as this is a new committee, additional information will be provided at a later date)**
 - Total rewards program
 - Compassion leave bank
 - Inclusion of PT staff

- **Emily Weinacker & Lisa Schlegel – Human Resources**
 - Flexible work schedules
 - Career path with 3% pay growth
 - Vacation cash out
 - Partnerships for better tuition costs. – Reviewed current university partnerships
 - Current leave balance is only for participants. They are changing to Compassion Leave Balance for all employee participation

- **Lisa Schlegel – Performance Management Program**
 - Performance Management Program will launch 8.24.20 in NEOGOV
 - Trainings are available for all supervisors re: SMART goals & other employee requirements

YCSA President's Update:

- **YCSA Bylaws**
 - PT employee board positions will be an elected position
 - Student Employee board position (if approved) will be supervisor nominated
- **Kudos to the committees for all of their hard work and dedication**
- **The following committees are short members:**
 - Finance and Administration
 - Strategic Initiatives

New Business / Q&A

- Ustadza – Respect Campaign Committee - spoke about caring and if basic needs of students aren't being met it affects their ability to succeed. Lieutenant Payne will be leading an initiative where staff of color will be reaching out to students of color as an additional support system. There will also be support groups to encourage positive dialogue and informing them that the police department is there for them and where to find resources. Shelby Dollarhide will be coordinating the efforts. The first meeting will be September 11th, 12-1pm.
- The Equity Taskforce YC webpage is being updated to be a more student-based page, with a supportive message.
- Kammie Kobyleski is encouraging stories of current employees who began their careers as student workers at YC.

Questions & Comments Via Chat:

From Meghan Paquette to Everyone: 01:06 PM

WOOOO SHANNON!!!!

From Janice Souttee to Everyone: 01:06 PM

Yeah Shannon - CONGRATS!

From Me to Everyone: 01:06 PM

Welcome Shannon!

From Kellie Porter to Everyone: 01:06 PM

Shannon is the best!

From Shannon Johns - Secretary to Everyone: 01:07 PM

Thank you so much Ladies :)

<3

From Jenn Z. ERC Chair to Everyone: 01:07 PM

Don't forget Karen your treasurer :)

From Sureka Wrublik to Everyone: 01:07 PM

Congrats Shannon!!!

From Shannon Johns - Secretary to Everyone: 01:07 PM

Thank you :)

From Me to Everyone: 01:07 PM

Karen Smith is the secret sauce of YCSA!

From Shannon Johns - Secretary to Everyone: 01:09 PM

Happy Anniversary

From Meghan Paquette to Everyone: 01:20 PM

You rock, Julie!

From Carol Beard to Everyone: 01:21 PM

You got this Julie :)

From Shannon Johns - Secretary to Everyone: 01:21 PM

This is awesome Julie. Great Job!!!

From Kellie Porter to Everyone: 01:24 PM

Nailed it Julie!

From Emily Weinacker, Advisor to Everyone: 01:24 PM

Out of the ball park Julie!

From cathyepgertsch to Everyone: 01:24 PM

On that survey, how would people respond if they have several process opinions?

From Jane Hersh to Everyone: 01:25 PM

Very nice and concise presentation, Julie! Outstanding as usual! :)

From Me to Everyone: 01:26 PM

Cathy, I think that anyone can fill out the JotForm as many times as they want.

From Kellie Porter to Everyone: 01:27 PM

Correct. You can fill out to form as many times as you would like.

From Carol Beard to Everyone: 01:32 PM

I see the list.

From Helen Stephenson to Me: (Privately) 01:34 PM

Are all employees eligible for this? Adjuncts?

From Meghan Paquette to Everyone: 01:34 PM

Attending ASU - no discount. Talked to GCU and they mentioned the discount

From Me to Matt Borja: (Privately) 01:34 PM

GCU

From Deanna Mooney to Everyone: 01:34 PM

I'm Attending WGU.

From Sandra Carney to Me: (Privately) 01:34 PM

Is this for employees only?

From Brad Clifford to Everyone: 01:34 PM

I attended Northcentral and received the discount

From cathyegertsch to Everyone: 01:35 PM

Is there information on the web about the career paths?

From Me to Sandra Carney: (Privately) 01:36 PM

The discounts are agreements between YC and the universities for our YC employees

From Sandra Carney to Me: (Privately) 01:36 PM

Thanks!

From C Dunnigan, PD&T Chair to Everyone: 01:37 PM

RE: Compassion Leave Bank. Do we still have the Sick Leave Bank?

Sorry I missed what are the 6 sessions

From Carol Beard to Everyone: 01:47 PM

outward mindset

From Linda Buchanan to Everyone: 01:49 PM

Could the compassion bank be used in a situation similar to the residential house fire one co-worker experienced?

From Elise to Everyone: 01:50 PM

does that include the ability to donate vacation time to the compassionate leave also?

thanks!

There's a lot of us that have that story.

From Frankie Cardamone to Everyone: 01:54 PM

Who else? I'm curious.

From Ginney Bilbray to Everyone: 01:55 PM

me!

From Carol Beard to Everyone: 01:55 PM

Me

From Linda Brannock to Everyone: 01:55 PM

Yep I was a student worker first both as a Student Ambassador and for Facilities.

From James Rider to Everyone: 01:55 PM

me

From Lori McIntyre to Everyone: 01:55 PM

I did

From Nicole Mangelsdorf to Everyone: 01:55 PM

Me

From Bob Hoskovec to Everyone: 01:55 PM

Mike in IT

From Kellie Porter to Everyone: 01:55 PM

Hannah O'Brien did, and now she is crushing it as the Residence Life Coordinator!

From Julie Galgano, VP to Everyone: 01:56 PM

Cassidy in the Business Office was a student worker

From Linda Hoots to Everyone: 01:56 PM

Julie G from payroll too :)

From Amber Lillie to Everyone: 01:56 PM

me!

From Kelly O'Brien to Everyone: 01:57 PM

Me too! :)

From Adrienne Carlos to Everyone: 01:57 PM

Ryan Harms One Card

From Matt Borja to Everyone: 01:57 PM

Also, Jacob Cloward in Helpdesk, transferred to Web Services, and recently promoted to Application Developer Title 2

From Frankie Cardamone to Everyone: 01:59 PM

Seems like it would make a nice promo for Student Workers or the YC Family.

From Brad Clifford to Everyone: 02:00 PM

I started as part-time way back when

From Emily Weinacker, Advisor to Everyone: 02:00 PM

Frankie, that's what I am thinking for the new HR Webpage that will be coming out for employee recruitment soon

From Kammie Kobyleski to Everyone: 02:00 PM

Here's a link to update your info AND share your Alumni story...we'd LOVE to feature you all on our website :)

<https://yc.jotform.com/201666953792063>

From Zachary Wigle to Everyone: 02:00 PM

I also started as a Student Worker. Followed the Student -> Part-Time -> Full Time.

From Kammie Kobyleski to Everyone: 02:01 PM

Stories are shared here: <https://www.yc.edu/v6/alumni/faculty-staff-alumni.html>

I'm writing them down!!

From Shannon Johns - Secretary to Me: (Privately) 02:01 PM

Carla Weil as well

From Kammie Kobyleski to Everyone: 02:01 PM

Love it!!

Thanks Lisa

From Emily Weinacker, Advisor to Everyone: 02:01 PM

13 so far

From Nancy Ostapuk to Everyone: 02:02 PM

I was student worker in the computer lab, then hired in BUCS division.

From Linda Buchanan to Everyone: 02:02 PM

I started as a Student Ambassador to part-time to fulltime.

From Scott Sabo to Everyone: 02:03 PM

Honestly, almost half of the ITS department started out as a student worker; Patrick Burns, William Earles, Bobby Cloutier, Ryan Winkelman, Joel Schadt, and myself in addition to all of the others that have chimed in

From Linda Brannock to Everyone: 02:04 PM

Ustadza thank you for talking about this.

From Carol Beard to Everyone: 02:04 PM

I was a Veteran Affairs student worker and I actually was able to work here all the way through my bachelor's degree as a student worker. :)

From Gwendolyn Payne to Everyone: 02:06 PM

Thank you Ustadza!

From Katherine A, YC Pres to Everyone: 02:07 PM

September 11, 12pm to 1pm

From Frankie Cardamone to Everyone: 02:07 PM

Can we get an update from them?

From Scott Nardo to Everyone: 02:08 PM

Excellent support for our students of color. Safety and acceptance are a big deal for a student to persist to goal attainment. Thank you, Ustadza!

From Becky Goldsmith to Everyone: 02:08 PM

I started out as a student worker, we won't talk about what year that was. :)

From Ustadza to Everyone: 02:11 PM

Here is Shelby's email if you are interested: Shelby.dollarhide@yc.edu

From cathyepgertsch to Everyone: 02:12 PM

Thank you to all the board and committees for all your hard work. You rock!!

From Bradi Rhodes to Everyone: 02:12 PM

You all are doing some fantastic stuff- thank you for your hard work!!!