

IDEA COUNCIL MEETING

April 13, 2022

In attendance

Dana Bjorklund
Davon Brantley '18
Alex Burrage
Michael C. Butz
Connie Gilbert
Jesse Grant
Scott Lax
Charise Reid
Luis Rodriguez
Jimmy Schlemmer

Absent

Dan Cuffaro '91 (sabbatical)
Delores Hall
Kevin Kautenberger
Elisaida Mendez
Amanda Shelnut

WELCOME

Charise: We welcome Jimmy Schlemmer as newest member. He will join the myCIA subcommittee.

THOUGHTS ON EXECUTIVE CABINET MEETING

CHARISE: We shared a lot of information with them. It was intense, especially when talking with students, but that's what needs to be heard.

We'll be able to share more with them as we move forward. I have a meeting with them on Tuesday afternoon. Hopefully, I'll have some answers after that meeting. A follow-up report won't likely come until the following week.

HIRING + RECRUITING SUBCOMMITTEE

Charise: Took a look at applications and process to hire. We'll be changing job descriptions to be more brief and include more DEI references.

Needs to talk to Jimmy about adding DEI Statement to employment page.

Paycor is somewhat limiting in what it allows but we're looking at ways to make changes and improvements.

Next week, we're going to look at Staff recruiting model and Faculty recruiting models to review and improve.

Looking to add "equity partners" on each hire, whether interview groups or search groups.

We're going to train to make sure people can do that. It'd be nice to have IDEA members go through equity training to be a partner.

IDEA SUBCOMMITTEE FUTURES

CHARISE: Talked with Dana about the future of IDEA and committees.

Acknowledges that some committees will end, like the myCIA subcommittee. But others, like Institutional Statements, will continue on. Students subcommittee will go on.

Hiring + Recruiting, once we get new things in place, will probably disband though the topic will still be something that the full IDEA Council discusses. Same with Training + Development.

REPORTING FORM ON myCIA

CHARISE: myCIA, discussion around the reporting form. Charise still believes

CONNIE: Could reports be made anonymously through Security?

CHARISE: I don't think Security is an answer because they're contracted employees, not CIA employees.

DANA: What's the purpose of the form? Anonymous forms need to be looked at differently. They're kind of difficult.

CHARISE: Purpose of form is to have a place where students can report and something will happen. (In response to what we previously heard from students, which was that they'd report things to faculty but nothing would be done.)

PRE-ORIENTATION

JESSIE: Issue we had was finding a funder for this. But now we've found it. Student Affairs and Enrollment Management have contributed, now we have \$10,000.

Two- to two-and-a-half-day program.

We will start marketing to students in early May. We're targeting this summer for this.

INSTITUTIONAL STATEMENTS SUBCOMMITTEE

SCOTT: Any advancement on various issues regarding our subcommittee?

CHARISE: Plans on bringing it up with Cabinet.

STUDENTS SUBCOMMITTEE

Alex: Haven't had another meeting lately.

LOOKING AHEAD

Charise: If any questions come up as you meet with your subcommittees, please don't hesitate to ask them.

myCIA SUBCOMMITTEE

DANA: As we get closer to designing it, we'll be reaching out to other subcommittees to ask what info needs to be on the page. Likely to come over the next two weeks.

NEXT MEETING

Brainstorm what we're looking to bring to the pre-orientation program.

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