

## **Bergen Community College Staff Senate Meeting Minutes**

Date: July 31, 2014

Time: 2:00 pm to 4:00 pm

Place: TEC Front Lawn

Attendees: Dr. B. Kaye Walter, PJ Ricatto, Dawn Kozlowski, Kim Ritchie, Jamie Smigelski, Carolyn Lyons, Nestor Melendez, Lisa Di Gaetano, William Corcoran, Catherine Krostek, Laurie Francis, Greg Reilly, Kim Makoe Brown

Absent: Jennifer Flynn, Milind Samant, Kevin Porro, Bessie DeJesus, Carla Fleming, Lorraine Langoski, Caroline Ofoadile, Ilene Kleinman, Magali Muniz, Carol Clarke, Diana Davis, Sharon Audet, Denise Ligouri

### **Roll Call**

This meeting was a working Picnic; therefore, there was no official Call to Order for this meeting. Members came as they were able to. Official attendance was taken by member Greg Reilly via paper.

### **New Business**

#### **General Discussion & Goal Setting for the 2014-2015 Academic Year**

##### **Staff Issues**

- Morale is extremely low.
  - What are we looking for? – Communication, Fun, Safety, Relationships, Trust
- What are some things that attributed to this?
  - Fridays
    - Food – Food closes early on Friday. Staff members who are working cannot get coffee, snacks, and lunch. This causes frustration and resentment. Services should meet not only the needs of students, but also the needs of the staff who are working.
  - Summer Hours
    - Have not been consistent across the board. Depend on who you are, what type of contract you are under, and who your supervisor is. Grant employees are treated different from one year to the next. Differ depending on who you ask. There is a different understanding depending on who you ask. Not consistent and not communicated well.
  - Lack of buy-in and understanding of Day of Service and Community.

**What's holding us back? Why can't we move forward? Why don't we feel comfortable?**

- Walls talk.
- Lack of trust.
- Number of staff and amount of responsibilities for staff members.
  - “Feeling dumped on.”
- Fear of being judged

### **Ideas for Goals/Things to Do**

- Communication from the top down needs to be more consistent and clear.
- Remember the little things – Say hi, smile, civility, treat people like people, be social. Maybe start an “I’m Bergen” campaign, where we focus on the little things and how we treat our campus community.
- Implement a Staff Reward/Recognition program.
- Fun activities and celebration from Staff Senate.
  - Informal activities, such as a walking group or Happy Hour.
  - “Staff Senate goes to...” monthly activities, such as Whiskey Café, Laser Tag, Karaoke, Kayaking, Trampoline Park, Lazy Lannigans, Crow’s Nest, etc.
- Create a Social Committee
- Create a Staff Senate Orientation and Staff Mentoring program in conjunction with Human Resources.
  - Get a list of all new employees.
- Staff Days & Training
  - Different faculty/staff development days.
  - “In Service Training” – Staff \*(and Faculty) training each other on different departments and what we do in house.
  - Bergen/Staff Service Project – “Giving Back” to the BCC or Bergen community together. Maybe serve food to our students?
- Nestor – Statement from Staff Senate to the Bergen Community about who we are, what we do, what are philosophy is, and what we will do. Start a common dialogue that we can all take part in as Staff Senate and across the Bergen Community.

### **Adjournment**

This meeting was a working Picnic; therefore, there was no official Adjournment for this meeting. Members left as they needed to.

### **Next Meeting**

Date: Thursday, September 25, 2014

Time: 2:00 pm to 3:00 pm

Place: Pitkin Building Room C-313

Submitted by Jamie Smigelski, Staff Senate Parliamentarian