

College Council
Thursday, March 4, 2021

Minutes

Present: Shadia, Noah, Sharen, Elise, Hannah, Christine, Dean, Beth, April, Kevin, Ka'Dae, Heather, Coco, Kim, James, Mila, Jennifer, Amy, Gariot, Delaney

Presenting groups

The following groups shared information they have discussed in their workgroups.

Communications - April, Dean, Christine, James

- High level communications plan shared

Performance Review Workgroup - Shadia, Hannah, Anita (see Exhibit A)

Policy - Noah, Kim, Gariot

- High level plans for policy review committee shared

Shared Governance - Coco, Noah, April

- No document or detailed plan to refer to but hoping to push through the following:
 - o Establishing a CG fee for alumni. More integrated into the college community but sense of removal from college itself. Access point for participation. CG fee makes them alumni for sitting on CC and ComCil in an alumni seat.
 - o CG participation credit. A curricular commitment to bolster the community life of the CCC stool. Requirement wherein you have to serve on a governance body or committee in order to graduate. Offer credit for participating in CG. Makes access to participating makes it more equitable because it honors the time commitment.

Employee Classification Policy

Noah presented this policy. It has been pushed back due to the number of hours students can work. It's not setting that number specifically because it can be set on an annual basis depending on the college budget.

Gariot moved to adopt the revision to the Employee Classification Policy, and seconded by Elise. Motion passed by consensus.

Legislation in Ohio re: sexual assault

Kim shared. There is a bill at the State House in Ohio that has to do with rape and sexual assault. It's been introduced three times and this is the 4th time., House Bill 121. Ohio is one of only 8 states in the country where it's legal (spousal exception) to drug and rape your wife.

The bill is to amend sections of the criminal justice code and remove language for spousal exceptions and to permit a person to testify against their spouse. It's being introduced by a bipartisan group, 3 republicans and 11 democrats sponsoring the legislation.

1. Write draft proposal
2. Community meeting
3. Faculty assembly

4. College Council
5. ComCil
6. Board
7. Change.org

Important to thank the people who put this bill out there, again. Calling out the people who are republicans who are putting their names on this bill. Kim also believes conversation with other colleges in Ohio about this will help more our effort forward. Kim stated she will be the spokesperson for the media, along with a student.

Respectfully submitted,
Anita Brown

Performance Evaluation Workgroup (Members: Shadia, Hannah, Anita)

Challenge this workgroup is attempting to analyze and solve

- There is no established formal performance evaluation process in place at Antioch for staff members.
- There are values that are fundamental to Antioch that are not addressed in staff evaluations.
- The evaluation tool that has been used most recently does not address the establishment of individual and team goals, does not sufficiently cover what needs to be evaluated, and is not being used for routine assessment of employees.
- Beyond a meeting with HR to review policies re: pay, benefits, RDPP, SOPP, etc., and introductions to their department, there are other “Overviews of Antioch” that may be considered immediately upon employment.
- Additionally, there is currently no formal orientation for new employees that focuses on our mission and vision, employee rights, responsibilities, protocols, practices, and celebrations that invites new employees into a culture that is key to our working together.

What is the vision for this workgroup?

When we have a process in place that outlines the expectations for employees and managers for goal-setting, dialogue, feedback, and evaluation, then a culture of partnerships, personal development, and accountability will be established, along with the ever-important sense of belonging that is key to employee retention.

Timeline

- To establish a process and year-long timeline for regular and consistent evaluation of Antioch staff. IN PLACE BY APRIL 30
- Update and create job descriptions for all employees. IN PLACE BY JUNE 30
- We will update the performance evaluation tool to make it more aligned to the values we embrace, while providing a practical scoring system for both employees and managers and, occasionally, for others within the orbit of the employee. IN PLACE BY APRIL 30
- We will create a formal orientation program to offer deeper insight into Antioch, to be held at logical and regular times throughout the year. IN PLACE BY JUNE 30
- Job descriptions for all employees need to be updated/created. IN PLACE BY XX