

**Staff Advisory Committee Meeting  
Feedback Tracker 2009-10**

March 10, 2010			<b>Next Meeting: April 14, 2010 at 11:00 a.m. Conference Room, Philip Spencer House</b>	
<b>Issue</b>	<b>Issue Date</b>	<b>Resource</b>	<b>Response</b>	<b>Response Date</b>
<b>OLD BUSINESS</b>				
Get to know other employees through "Employee Spotlight"	9/29/2008	Steve and Anne	It was suggested that we implement an employee spotlight where we provide a brief bio on a selected employee. This would be a voluntary program where employees elect to be included and provide the information to be posted. A suggestion was made to provide a small thank you for their participation (e.g., lunch ticket, gas coupon, small monetary compensation). Carol described the new HR channel that will be available after a little more format tweaking by the IT department. This channel will be available from the My Hamilton page and may lend itself to this type of posting. Further discussion required. 11/12/08 Anne and Jan will work with Steve to develop the HR Channel on the MyHamilton page. This will contain similar information provided in Around the Hill and more, as the channel is developed. 12/10/08 Steve met briefly with Anne and Jan after to the meeting to set a date to discuss options for the HR channel. 1/13/09 Steve met with Jan and Anne to discuss ideas for the HR Channel. This web-based feature will replace and perhaps expand People Around the Hill. We hope to add new hires w/pictures, more staff -related information, etc. Our next step is to talk with Mike Sprague and the web team to see how to make these ideas work best. 2/11/09 Steve, Anne and Jan met with Mike Sprague to discuss content. Mike is working on possible layouts and the group will reconvene when the layouts are ready.4/15/09 Steve will check with Mike Sprague on status of layouts.9/23/09 Reviewed past discussions. HR channel is ready to go for ATH. Suggestion made to send employee spotlight via e-mail as starting point. Steve to talk to Mike Debraggio to see if that is feasible. Will report back. 11/11/09 Anne reviewed the questions that were submitted for interviewing a "Spotlight" candidate. The Committee discussed where the "Spotlight" page should reside, how it should look, how the information should be obtained, how the candidate should be chosen, etc. It was decided that, as a first step, Anne would create a draft document of questions to be asked and send it to the Committee for review. Once finalized we will re-determine the next steps. <b>12/09/09 Continued on next page.</b>	OPEN Update 2/11/09 Update 4/15/09 On-going

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Employee Spotlight (continued)	9/29/2008	Steve and Anne	<p>Members discussed the questions to ask participants. They have been reviewed by C&amp;D and their recommendations are now being reviewed by members. It was suggested to publish the Spotlight monthly. HR will provide Anne with a list of employees sorted by Division and Department. Names will be randomly selected for participation making sure to rotate selection across all divisions. Members discussed how the Spotlight should be announced and how we can archive past issues. 1/13/10 There was discussion among members about the recommendations for the questions to ask employees and that maybe the "Spotlight" was losing it's original focus. A suggestion was made to invite Stacey and/or Mike from C&amp;D to the next meeting to discuss. There was further discussion on the format of the "Spotlight" and where it will reside. A suggestion for having an Around the Hill channel as a default on the "On The Hill" home page was made and will be discussed with Mike Sprague. Besides, it was suggested to include new hires, retirements, etc. Members agreed it would be a good idea. 2/10/10 Stacey Himmelberger was invited to the meeting to discuss the Employee Spotlight. Stacey reviewed our original questions and made a few suggestions going forward. She suggested that we have some basic questions to start with. Sometimes an answer to one question may prompt other questions. She also suggested that the questions are phrased in a positive way. A question she has used in the past for these types of spotlight articles is "What is one thing people might not know about you?" Anne will write up the questions and send them to members and Stacey for review so we can finalize. Members discussed where the "spotlight" should reside. Suggestions included a link from the HR wage page or HR channel on My Hamilton so consistency. Another suggestion was to have an Around the Hill channel which would be a default on the My Hamilton page. In addition to the employee spotlight, there might be space for new hires, service anniversaries, etc. Members felt this was a good idea. We will need to speak more with Mike Sprague to work out the details.</p> <p><b>Continued below.</b></p>	
Employee Spotlight (continued)	9/29/2008	Steve and Anne	<p>3/10/10 The members in attendance agreed upon the final interview questions; a first participant was selected; future participants will be selected from a list pulled from the web directory; Anne will draft an announcement e-mail and send it to the group for review; Terri will talk to Mike S. about creating a link on the My Hamilton page; hopefully, the first spotlight will appear in April.</p>	OPEN On-going

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Share non-College information of interest to community	9/29/2008	Steve and Anne	A suggestion was made to provide a method of sharing non-college related information such as favorite recipes, community events, etc. The Communities channel on the My Hamilton page may be a possibility for this. Further discussion required. 11/12/08 Will be included in discussion about HR channel above. 12/10/08 See above.	OPEN Last update 12/10/08 On-going
What is status of Handbook re-write?	12/10/2008	S. Stemkoski C. Bennett	The process of combining three handbooks into one is proving to be a daunting task. The initial rough draft is being reviewed and edited by Steve and Carol. We hope to complete the project by the end of this academic year. 9/23/09 Steve & Carol are still working on the rough draft. It is difficult to indicate when it will be finished but hope it is finalized by the end of this academic year. 11/11/09 Steve & Carol are having bi-weekly meetings to finish a rough draft of the handbook. <b>12/9/09 Bi-weekly meetings continue.</b>	12/10/2008 Ongoing
Can we offer workshops, seminars?	1/13/2009	H. Johnsen, S. Stemkoski	1/13/09 A member mentioned that support staff at another local college attend workshops/seminars of a variety of topics such as sexual harrassment. Can Hamilton provide similar opportunities. The member will get specifics on how the program is offered for further discussion at the February meeting. The ability to offer such a program will depend upon available resources. 2/11/09 Heather shared ideas used at Utica College using two different vendors. Several topics are offered 4-6 times during the year. The UC contact indicated the sessions were well attended. She will send Carol the contact information. It was suggested that staff be surveyed to determine where their interest lies so a targeted workshop can be offered. We will continue to review this idea as resources are made available. <b>9/23/09 No change - still under consideration as resources become available.</b>	OPEN Update 2/11/09 On-going
<b>NEW BUSINESS</b>				
Tuition benefits	3/10/2010	Members	A brief discussion took place about the tuition benefit offered to employees for dependent tuition. All members in attendance felt it was one of the best benefits of working at the College. It afforded them the opportunity to send their children either to Hamilton or other private colleges that they might not be able to without the tuition grant. The benefit Hamilton offers is very competitive with our peer schools.	