



BUDGET COUNCIL MEETING

AGENDA

November 16, 2022; 2:30pm – 3:30pm

LRC 250 | [Teams Link](#) | [Website Link](#)

AGENDA ITEMS	SUMMARY
<p>HEDS Climate Study Results (Susie Castellanos & Jeannette Jaramillo)</p>	<ul style="list-style-type: none"> • Concern regarding when survey was conducted (during pandemic and over 2 years ago, and during summer) • Have we changed since this survey was done? • Survey results aggregated data only reflective of the 525 that participated. Group would like to see data with demographics disaggregated • What % of each category of employees responded to survey? • Process for reporting – maybe not clear for all • Forms of discrimination unclear, needs more definition/clarity • Part time faculty included – but how many, or what percentage of the PT faculty? Perhaps a separate survey for PT faculty • Student representative expressed concern about when the survey was conducted – too long ago • Desire to get more qualitative data • Question whether students responding know the difference between staff, administration as it wasn't defined • What are the reasons for not reporting? Is it due to reporting process lack of awareness or fear of retaliation? • Report of women feeling unsafe is unclear...By whom or what? The assumption might be it's by men. Clarifying this is important so that assumptions don't drive resolution and plan is more meaningful • What is the cost to budget for the initiative or plan? What is the funding source? • Age discrimination recommended to be added • How do we best develop a meaningful plan? Delve into specifics of data to develop a more meaningful plan

Chair: Janet Houlihan

Co-Chair: Martie Ramm Engle

Recorder: Dawn Dittmer

Participants:

Pete Bouzar, ~~Dorsie Brooks~~, Susie Castellanos, Annamaria Crescimanno, Tiffany Glover, Jessica Jacobs, Martie Ramm Engle, Brian Thill, ~~Matt Valerius~~, Paul Wisner
(Additional non-council participant: Kevin Harrison)