

**St. Olaf Staff Council**  
**Meeting Agenda and Minutes**  
**February 6, 2026**  
**Virtual**

**Agenda:**

1. Announcement!
  - a. Ben Pelegano has agreed to take over the vacancy that was created when Jaime left - NEW VP!
2. Recap of Conversation with Eduardo
3. All-Staff Meeting Update
  - a. College Events (Amanda) reached out to ask if the Staff Council could take on the logistics of catering/set up/etc.
  - b. Waiting to hear back on if February was done
4. Staff Council Direction
  - a. Are there ways that people on the staff council want to be involved or engaged?
    - i. Sub-Committees for initiatives
    - ii. Future projects
    - iii. Administrative Roles
      1. Secretary
      2. others?
5. Who haven't we heard from on campus that we would like to invite to Staff Council meeting
  - a. Louis Epstein?

- b. Faculty Governance?
- c. Others?

**Minutes:**

Attending: Liz, Lily, Natalie, Jonathan, Mikayla, Claudia, Cindy, Lukas, Ben, Joey, Steven, Matt, Brittan, Erica

**Notes:**

- Liz had a conversation with Eduardo. Asked him about the concern with response rate for community and belonging survey. 75% of staff/faculty filled out the survey.
- Also talked with Eduardo about how we can partner with current staff affinity groups
  - Help identify people who would be willing to help out with certain groups - specifically lower attendance/new groups
    - Jonathan K. and Joey Kronzer would help with these
  - Potentially help set up meetings for affinity groups if we cannot identify people to lead these groups
  - Eduardo has funding for these groups but needs help activating these groups
  - He would like to expand certain groups as well
  - Women in the workforce, staff with chronic illnesses, late career, empty nesters, etc.
  - We should invite the Wellbeing Committee to one of the upcoming meetings. Cindy is on the Wellbeing Committee - they had the same thoughts on needing to meet with the Staff Council
- Eduardo is bringing in consultants to help evaluate the information from the community and belonging survey.
  - He needs people to join some of the focus group meetings with this consultant group
  - If you have names for these groups you can send them to Liz
  - Should staff council join this initiative since we already represent a wide range of departments
  - We fill half the seats and then Eduardo sends a general ask to staff for the other half of the seats
  - Are we entering the paralysis by analysis phase of just doing the same old thing? We need to make sure that we are being clear on why this focus.

- group is being created. “This is the next phase of the survey/survey results”
- Does Eduardo want to put this task in “This Week”?
- (Jonathan) To clarify, I think it is wise that the staff sees an actionable end point to the surveys and focus groups.
- (Claudia) that we (using THIS WEEK) avoid getting into a situation where people were hand picked BUT also agree with Erica that the Staff Council was elected to represent. 1/2 our group like you said, Liz, and then allow others to self-select instead of hand picking and appointing the rest. Eduardo wants recommendations, I understand.
- Staff Council Direction
  - There could be times when ad-hoc committees pop up and Matt thinks that this is an idea worth pursuing.
  - It’s wise to know what other committees doing (standing committees that already exist)
- Staff Council Meetings
  - Who else could we invite that we haven’t heard from?
  - Athletics? Just went through an 18 month process for a strategic plan. Joey thought it might be a good idea to do a round table discussion and to each go around and say what is going on in our departments or jobs.

**Action Items:**

- Check with wellbeing committee about their work with affinity groups
- Liz will clear up QR code response rates with Eduardo later today
- Liz follow up with Katie and Eduardo re: Monthly recognition: ROAR Awards and Peer to Peer forms.
  - Ask Katie about the best recommendation for opt-out options?
- All-Staff Meeting: Think about if Staff Council plans to say anything to kickoff the meeting
- Invite Eduardo to our meetings
  - What does he have room for?
- Ben and Liz:
  - Implement the following:
    - Slide up during All-Staff Meeting
      - With a google form to be able to ask Staff Council things like
        - What are your top three items you would like to see the Staff Council working on?
          - Drop-down menu of options to make sure we don’t repeat the same questions from community and belonging survey

- How would you like to be recognized for the work that you do (for example; peer to peer form on the staff council website, ROAR Awards announced monthly, etc). Have to be clear that we have nothing to do with Promotions, Pay Increase, or Workload
  - Different affinity groups staff would like to join?
  - Would you like to come and speak to the staff council on ways we could partner?
    - Who would you like to hear from all-staff meetings?
    - Peer to peer recognition form?
- Everyone: send names of people to join the community and belonging focus groups to Liz Sandberg over the next week.