

St. Olaf Staff Council
Meeting Agenda and Minutes
February 20, 2026
BC 142

Agenda:

1. March All-Staff
 - a. Do we wait until the February All-Staff meeting results to come in before deciding?
 - b. Do we just choose a person or people to present and focus the results on April and May?
2. Review [Staff Council Slides](#) and [Google Form](#)
 - a. Feedback or anything to add to either of these?
 - b. WaitAre there any other issues that we want to include in the first questions?
 - c. Does anyone want to add other affinity groups, that we might want to start, to question 3?
 - d. I haven't heard back from Eduardo yet about this one, but maybe we add the question on the bottom of the form about interest in the focus group he's creating. It could just be "are you interested in volunteering f

Years of Service celebration/recognition for staff. Something staff council could help with?

- i. HR needs help putting this together
- ii. Tarshia is doing something similar with faculty

Roundtable Check-In

- iii. What's going on in your departments and/or jobs?
- iv. Should we invite Kelly Mahlum to our next meeting to talk about their strategic plan??

Casino Night Help

- v. Lukas sent an email asking for people to [sign up for Casino Night](#). Consider it, if you can!

New onboarding initiative!

- vi. The onboarding series sessions are scheduled to take place on the last Thursday of each month through the academic year and the idea is to have new hires attend one a month for their first year of employment. Encourage your new hire to attend!
- vii. <https://wp.stolaf.edu/hr/onboarding>

Minutes:

Attending: Mikayla, Cindy, Claudia, Susan, Lily, Matt, John, Natalie, Brittan, Steven, Joey

Notes:

- Quick turnaround for March all-staff. We should decide now about who will speak in March.
 - Steve Lindley? Chris George? MN state grant fallout, etc.
 - Public safety? Safety measures that are on campus? What should we know about? Maybe learn non-ICE safety measures.
- Division office hours on the slides?
 - QR code to office hours on the slides with our names on it.
 - Add a slide with the agenda for the all staff meeting on it at the end of our slides
- Google Form
 - Claudia brought up a good point for the first question
 - On the top in the header. Staff Council is looking to channel energy into these two things AND leave an open ended option for them to add something there
 - Ranked choice for what we have been thinking about and then have them choose
 - Steve: likes the idea of the google form but wants to make sure that it isn't something that will just hang out for months without something happening to it. We'll be responding in a timely manner. No special consulting has to be done before responding.

- Affinity Groups
 - Are these ones that are happening already?
 - No, they were ones that Eduardo was thinking about
 - Add a question on the google form that asks if they are interested in starting the group
 - If someone raises their hand, give them the names of people who have said they were interested
- Do we feel like the form should be anonymous? If there isn't a reason for it, we should ask for email
 - Ben would be concerned if there was an issue that someone didn't want out there
 - We are going to make the google form collect names/emails
 - Re-direct them to our website to make anonymous feedback
- We should change the first question, instead of issues, say initiatives or direction
- Last question on the google form, inviting people to come and speak with us
 - Erica: Concern is.. are people going to come in with grievances?
 - Ben: believes it's important to hear from other people, even if it is a grievance, he'd rather hear from people than not. He thinks it would give us purpose, unless we hear from people, we'll never know. He wants a clear direction.
- Years of recognition
 - It was HR, then it was given to College Events (they were doing only 20 years but no one seems to know what it was that was being done. Maybe Boe Chapel and names being flashed on the screen), and now College Events wants HR to take it back.
 - Let's have someone who's been here for 1 year and someone who's been here the longest and have them give a three minute
 - We could do it without making it its own event - but might be nice to do a separate event and bring this back
 - Is there a budget? Mikayla will ask Travis. If not, we can ask Eduardo.
 - Games at the beginning could be combined years of service and the table with the most years gets to stand up and maybe we do something special for them
 - We'd have to go through HR and IT to get the years of service for people
- Roundtable pushed to next meeting. Ran out of time.
 - Wait for the athletic strategic plan to be shown to athletics before inviting Kelly to a Staff Council meeting.
- New Onboarding Initiative

- has been going well. Invite your new hires to attend those. There is a punch card that has been given to them and if they go to 7 sessions they get a prize

Action Items:

- Everyone: send names of people to join the community and belonging focus groups to Liz Sandberg over the next week.
- QR code to office hours on the slides with our names on it.
- Add agenda to last slide