

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

**Agenda:**

1. Re-cap conversation with Eduardo
  - a. We went over the [All Staff Meeting Form Results](#).
  - b. Officially starting a Women in the Workforce affinity group, emailing Amanda RB about heading that up!
  - c. Considering staff with chronic illness/disability, and/or staff with family with chronic illness/disability, annual or bi-annual lunch for people to connect
  - d. Eduardo is favorable to the peer to peer recognition form.
    - i. We could create the form to live on our website; when we get a submission, reach out to the person who is recognized to let them know and ask them if they would like to have this publicly posted on our website/announced at the next all staff meeting.
  - e. Reclaiming community time/chapel time is something to be considered but wants us to think carefully and thoughtfully about the implication surrounding this subject, especially how this will affect faculty and the exact ask we want from PLT in implementing this.
2. End of Year Staff Recognition - celebrating 2024 and 2025
  - a. Natalie/Liz/Cindy have been planning and researching different ideas to bring this to life
    - i. Eduardo mentioned that Fernando would be interested in creating some type of swag/button/pin for this. Could be for 1 year of employment and/or 5 years of employment?
    - ii. Years we would recognize: 10, 15, and 20 for midsize gift; 25 and up larger gift (in 5 year increments)
      1. 43 celebrating 10, 15, and 20 years
      2. 24 celebrating 25 years and up

- iii. May 15 - ballrooms already reserved 9:30-11
3. Dinner with Six Strangers
  - i. March 23 5:30 - 7pm. [Sign up here](#), if you are interested.
4. April All-Staff Meeting
  - a. Alyssa Melby from Svoboda Center will speak.
  - b. Someone from the Northfield Community?
5. Roundtable Check-In
  - i. What's going on in your departments and/or jobs?

**Minutes:**

Attending: Erica, Susan, Brittan, Claudia, Steve, Cindy, Natalie, Mikayla, Liz

**Notes:**

- Ben and Liz met with NTT yesterday afternoon. Found out that we have a little more in common than we thought. We will start to think about ways we can engage each other and build community so that the “divide” doesn’t feel so great between staff and faculty. They might pop into our meetings from time to time and we are welcome to attend theirs if we feel like we need to.
  - AAA update came up in this. Hearing that they are not replacing those who retire, the workload will be disbursed amongst the other AAA’s. They will also be given the option to work over the summer (in another department or helping another office, if there is nothing to do for Faculty) and if they choose not to, they cannot collect unemployment.
- Re-Cap of conversation with Eduardo
  - Reclaiming community time. Could Matt bring more expertise or ideas that we aren’t thinking about.
    - Do we just think about starting with chapel time daily? Erica doesn’t think it’s reasonable to ask people to not schedule things during community time for an hour once a week. It would be nice to just put the 20 mins daily on our calendars. Brittan thinks that we aren’t using community time as the way it was intended and there could be some changes made to that Thursday hour. Claudia saw the comment come out about our workload being just so much or “unmanageable”, there’s so much to do and the sacrifice has to be

somewhere. There should be a building of this messaging to not do everything. We say yes to so much but the messaging could be we can't do all of it, we have to say no to some things. Steve: they talked about chapel when he was hired but it's a little tricky because things get scheduled over that time and also heating and cooling have to keep happening. He also remembers Susan talking about the importance of community time, she addressed it but where did it go from there?

- Do we consider inviting more staff from around campus to weigh in on this?
- Back in the day, offices closed down and you could go to chapel daily or take a break
- End of Year Staff Recognition
  - Cindy and Natalie met and discussed that we have someone introduce and do a short program, maybe Susan? Whoever in the Staff Council can make it can be involved in announcing the names. Susan mentioned that maybe the staff council member in the division could announce those people.
  - Gifts - if anyone has thoughts, please bring them to Natalie and Cindy.
    - Initially their thoughts are Barnes and Noble gift card and Chamber bucks from Northfield
    - Brittan: are the numbers only staff? Yes, faculty has their own celebration in the fall.
    - Mikayla - they checked in with Tarshia. She's doing something in the fall so they decided to keep them separate for now, especially since we have to celebrate 2 years.
    - Mikayla will check in with Travis one more time on the budget provided for this
  - Reach out to Fernando about creating a pin or something small for 1 and 5 years
- April All-Staff Meeting
  - Depending on which way we want to go we could also tie it in with Alyssa's presentation
  - Talked about bringing someone in from the chamber of commerce
  - People have come up to Ben and I after the last two meetings and said that they have really enjoyed the content and the thoughtfulness of who the speakers are (asking two departments that made sense to be presenting on the same day).
  - Susan has heard from new people that each person should be introducing themselves prior to speaking

- Claudia says it should be name and department, even when they take the mic to ask questions.
- Roundtable check-in
  - Claudia: Exhibit is going to launch on Monday. Finalizing details. Excited to see people come to this. It's located in the library. 120 items are going to be included.
  - Natalie: Part of the staff focus groups this week. Really enjoyed it and thought it was a great thing to be a part of. One of the big parts is what you enjoy about St. Olaf - most people said the people here at St. Olaf. Then you talked about negatives (workload, too many meetings, wages, budget, communication).
  - Steve: Very encouraged by the meeting yesterday and loves what we are doing here (building community and concern for our community). Recognizes that there is also a lot of heavy stuff. There are a lot of opportunities that we have and can take advantage of. All-in-all, that is his takeaway. Also - he has a podcast that he started in January, take a listen!

**Action Items:**

- Send out a call-to-action email about joining ad-hoc committees