

Staff Council Meeting Minutes

Date: August 7, 2026

Time: 8:32 AM MST

Location: Google Meet

Attendees: Ana Townsend, Andrew Min, Aubrey Conover, Carolina Sesteaga, Carolyn Redman, Celia Tapetillo, Chris Apodaca, Chris Parisoff, Christina Harbour, Christopher Rodriguez, Cody Watts, David Bea, David Parker, Don Abens, Echo Casey, Edgar Soto, Ellie Hutchinson, Eric Strong, Estephania Araiza, Francine Tupiken Ruelas, James C. Johnson, Janet Rico Uhrig, Javier Suarez, Jill Stokes, Jonas Camp, Joseph Murrieta, Josh Rios, Joshua Reiniche, Katie Joyce, Keri Hill, Lizette Arellano, Magdalena Castillo, Maricruz Ruiz, Maxwell Zimmerman, Megan "ASL Interpreter- Megan" Ferris, Melissa Stoddart, Michael Tulino, Priscilla Phillips, read.ai meeting notes, Seana Chaves, Skylar Boughan, Stephanie Montaña, Susan Ho, Sylvia Loustaunau Romero, Tina Neil, Vanessa Romero

Meeting Overview

- **July Minutes Approved:** The meeting minutes from July were officially approved with 14 votes in favor and 13 abstentions.
 - **Draft Chancellor's Goals Introduced:** Dr. Jeffrey Nasse presented the draft "Roadmap for Resilience" goals for FY 26–27, highlighting the critical operational and capital impacts of the upcoming Proposition 430 general obligation bond.
 - **Simplified Performance Review Process:** Human Resources introduced a streamlined staff performance evaluation model reduced to two universal expectations (Accountability and Professionalism), shifting to an October goal-input timeline.
 - **New Officers Announced:** Staff Council finalized its officer roster for the upcoming term, including the placement of a new Vice Chair, Governing Board Representative, Secretary, and specialized committee roles.
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Call to Order

The meeting was called to order at approximately 8:32 AM MST by Christopher Rodriguez. It was noted that Vanessa Romero was absent, with Christopher Rodriguez acting as proxy. Roll call was completed, and guests were instructed to introduce themselves in the meeting chat.

Approval of Previous Minutes

Christopher Rodriguez presented the meeting minutes from July.

- **Outcome:** The July minutes were approved with 14 votes in favor and 13 abstentions.
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Business & Administrative Reports

1. Finance and Administration Update

Dr. David Bea provided administrative updates regarding institutional planning and recent milestones:

- **Bond Election:** The upcoming general obligation bond election is proceeding forward. The official website is live, and the initiative is designated as **Proposition 430**.
- **Credit Rating:** A prominent credit rating agency completed its review and affirmed the institution's existing ratings, reflecting strong fiscal stability despite sector-wide challenges in higher education.
- **Facilities and IT Recognition:** Appreciation was extended to the IT and facilities teams for successfully executing emergency troubleshooting following storm-related power surges and district internet outages.

2. Information Technology Update

Isaac Abbs delivered two operational updates for the IT department:

- **529 Savings Plan Integration:** In collaboration with Accounts Receivable, a new TouchNet feature was successfully deployed to allow students to execute direct payments from their 529 savings plans.
- **Staff AI Training:** A self-paced, 1-to-2-hour "Intro to AI" foundational course is now available via D2L to introduce staff to core AI tools.

3. Human Resources Update

Tina Neil and Joey Spray Dotolo outlined a comprehensive overhaul of the staff performance review process, modified directly from multi-year staff feedback:

- **Review Streamlining:** The previous system was trimmed down from 7–8 complex behavioral criteria to **two universal expectations for all staff:** *Accountability* (actions

and results) and *Professionalism* (behaviors and relationships). Supervisors will have one additional metric regarding *Supervision*.

- **Pilot Program Results:** The universal format was successfully test-piloted with 30 administrators over the summer, receiving highly positive marks for improving conversation quality.
- **Rating Simplification:** The evaluation scale has moved from five tiers down to four descriptive options, and cumulative numeric scoring has been completely removed to prioritize dialogue over calculations.
- **Key Timeline:** System goal-logging will launch in **October**, followed by mid-year supervisor check-ins in **February**, employee self-reviews in **May**, and final evaluations in **June**. Staff were encouraged to begin drafting goals ahead of the October portal opening.

4. Facilities Update

Benito Sanchez summarized critical infrastructure projects across the district:

- **East Campus HVAC Replacement:** A comprehensive, phased campuswide HVAC overhaul will occur over the next year. Temporary classroom units are being coordinated to mitigate instructional disruption. A detailed schedule will be shared with leadership by the end of September.
- **Work Order Transition:** Facilities is actively collaborating with IT to shift its work order management architecture from Famous to Team Dynamics (TDX). Internal sandbox testing is currently underway, with a final production turnover date scheduled for **June 30, 2027**.

5. Employee Organizations

Celia Tapetillo reported that ASME had no official updates to submit during this session.

Discussion Items

Chancellor's Draft Goals (FY 2026–2027)

Dr. Jeffrey Nasse presented a working draft of the Chancellor's institutional goals titled the "*Roadmap for Resilience*," designed to combat demographic, funding, and technological uncertainties. The five primary pillars include:

1. **Securing Voter Approval for the General Obligation Bond (Prop 430):** Essential for modernizing 30-year-old capital infrastructure. Dr. Nasse and Dr. Bea emphasized that a bond failure would compress the operating budget, heightening the risk of property tax expansions and student tuition increases to balance unmet costs.
2. **Growing Enrollment and Student Persistence:** Targeting over 20,000 students for Fall and 18,000 for Spring, backed by a pilot program for mandatory student advising.
3. **Mapping Community-Based Resources:** Conducting a comprehensive audit of internal and external resources removing barriers (food, housing, childcare). Susan Ho requested that the Aztec Resource Center (ARC) coordinators be actively involved in this planning.
4. **Modernizing Student Information Systems:** Progressing the multi-department Banner SaaS modernization initiative.
5. **Inventorizing Career-Connected Learning:** Cataloging existing internships, clinicals, and work-based assignments across all disciplines to optimize long-term scaling.

The goals will continue a feedback tour through All College Day and Faculty Senate, aiming for official Board of Governors approval on **September 25, 2026**.

New Business & Staff Council Business

1. Officer Announcements

The newly selected and nominated Staff Council officers were officially announced:

- **Vice Chair:** Jonas Camp (slated to transition to Chair next year)
- **Governing Board Representative:** Sylvia Loustaunau Romero
- **Secretary:** Dr. Etica Alias
- **Communication and Outreach Officer:** Estephania Araiza
- **Election Officer:** Javier Suarez (a newly structured role converted from the previous treasurer position)

2. Standing Committee Assignments

- **Benefits Committee:** Commander Robert Lane and Estephania Araiza volunteered to serve.
- **Professional Development Committee:** Javier Suarez accepted the non-exempt staff vacancy.
- **Vacancies:** A call for volunteers was issued for one representative to fill the remaining open seat on the All Employee Relations Council (AERC).

3. SC August Feedback Survey Review

Christopher Rodriguez synthesized themes from the recent monthly staff survey:

- **Feedback Themes:** Staff requested increased visibility from administrative leaders via periodic campus office hours. Inquiries were also raised concerning departmental staffing levels and institutional resource equity during broad initiatives.
 - **Departmental Kudos:** Special recognition was awarded to the Aztec Resource Center, Don Hart, TRIO programs, the Refugee and Education program, the SNAP CAN team, Dr. Gus Miranda (Desert Vista), and the Aviation program.
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Adjournment

Following an invitation for open forum questions, the meeting concluded after 1 hour, 14 minutes, and 36 seconds of session time.
