

# Employee Relations Team Minutes

01.20.26

Founders Room

10 a.m.



Chair: Dr. April Dollins

Co-Chair: Karen McGoy

Advisor: Felicia Rouse

## Roll Call:

X	Dr. Brenda Brown
	Sophia Conley
X	Dr. April Dollins
X	Rachel Hannan
x	Rhiannon Martin

X	Karen McGoy
X	Christopher Scott
X	Dr. Micah Spicer
X	Rachael Trotter
X	Rebecca Wilson


## Agenda Items:

- I. Call to Order - 10:05 a.m. by Dr. Dollins
- II. Approve Minutes:
  - A. November minutes approved: Rachel Hannan made a motion to approve the November minutes with the correction of her name, Rebecca Wilson seconded the motion. All approved.
- III. Additions to the Agenda - none
- IV. Discussion
  - A. Old Business
    1. Shawnee Super Saints
      - A. January - Congratulations to Dwayne Fehrenbacher!
    2. Alternative Remote Work Operating Standard
      - a) Approved and is on the website.
      - b) The Alternate/Remote Work Agreement Form is on the HR page in mySCC.
    3. Respectful Workplace Operating Standard
      - a) Felicia will send out to all teams along with three operating standards we are reviewing today.
  - B. New Business
    1. Employee Appreciation Survey

- a. The results were shared with the team. There were 60 participants who provided great feedback that the team will use to plan future events.
- 2. NISOD award
  - a. Team will vote from the list of staff who received the Super Saint Award. Rhiannon will send the survey out.
- 3. Operating Standard Performance Improvement Plan
  - a. Team reviewed and provided feedback.
- 4. Operating Standard Corrective Action
  - a. Team reviewed and provided feedback.
- 5. Operating standard Performance Review
  - a. Team reviewed and provided feedback.

V. Adjournment

**Next Meeting: February 17, 2026 in the Founder's Room**