

Staff Council Meeting Minutes – 8/14/24

Welcome – Janet Newman and Kristen Malinowski Paine

- Recap of the foundation of the staff council and introduction of steering committee members
- Review of today's meeting agenda
- Open forum for Q&A and announcements will take place at the end
- Working on a formal elections process

CARE Team/Student Success Portal – Alex Cross

- New process: Nichols.edu/care
- Opportunity to report student concerns
 - This new report will be for emotional/mental/physical concerns only
- Resources for students in crisis
- The student success portal will just be used for reporting academic concerns
- Over report – better to have an intervention with students earlier than later
- CARE team will do an open-invite training session in the fall
- Students will receive a notification that a concern was raised on their behalf – the identity of who submitted the concern will be anonymous
- Students are able to access this form and could submit reports about their roommates, friends, etc.
- A training and communication about this new tool will be available in the fall

International Student Services and ACES – Kristen Malinowski Paine

- International students have to be full time students (12 credits)
- Cannot have fewer than 12 credits – would need to be reported to the government
- An international student can only take 1 online class a semester that counts toward their degree
- Any major conduct incidents with international students must be reported to Kristen
- Major/minor changes need to be alerted to Kristen – she needs to update forms with this new information
- International students are only allowed to pursue internships related to their major or minor
 - Internships can be off campus and can be over the summer
- International students can only work on campus (max 20 hours per week)
- Hiring international students – connect with Kristen and April to follow the proper steps
- Non-compliance with these guidelines could result in deportation for the student
- Kristen is the Nichols PDSO (principle designated school official) and April is the DSO
- Be patient and remember that international students have some different challenges to overcome than our domestic students do

- International students cannot be in the graduate program since our graduate classes are all online
- ACES is set to open the first day of classes

Athletics – Janet Newman

- There will be a faculty/staff designated game for each sport (1 home game per season)
 - First game – Women’s Soccer - September 4 at 3:30pm
- There is a composite calendar on nicholsathletics.com (you don’t have to look at each sport’s calendar separately)
- There will be a staff/faculty tennis clinic hosted by men’s and women’s tennis players – October 2nd from 5 – 6pm
- 2 New Head Coaches:
 - Men’s Basketball: Tyler Hundley
 - eSports: Dominick Vignato

Facilities – Janet Newman on behalf of Justin Dolan

- 3 retirements: Kenneth Coderre, Kenneth LaPan, and Paul Perry
- New hire: Christopher Blake (Groundskeeper)

HR – April Girardin

- Women’s Resource group – first meeting is August 27th from 3 – 4pm (informal gathering in the IWL)
- Mentorship program is in the works
- Onboarding procedures and new hire checkpoints are being reviewed
- The Nichols Hub – HR has updated forms on the Hub
- HR should be a part of the interviewing process for each department
- The HR newsletter includes reminders – please be sure to review them
 - Ex: Make sure you designate your 403b beneficiaries in TIAA (this is separate from benefit enrollment in PayCom)

Admissions/LEAP – Katie Laquidara

- Fall 2024 Enrollment Updates
 - We’re on track to be up about 5% in FY enrollment compared to last year, and 10% over two years ago (largest class since before the pandemic)
 - Class continued the trend noticed last year of having a strong gpa. 3.2 vs. 3.1 vs. 3.0
 - Increased selectivity with lowering the admit rate from 93% for fall '22 to 81% this year
- LEAP – Leadership Early Acceptance Program – Friday, August 16th
 - Admitting the first students to the class of 2029!

- Students receive a non-binding admission decision to Nichols at LEAP. They participate in admissions interview in place of the personal essay and letter of recommendation portion of the application
- Many are formally involved with the program but if you are not, please feel free to mingle during breakfast/lunch or just be a friendly face on campus

Marketing/College Tour – Dean Roussel

- Staff update – Raquel Santos is the new MarComm GA
- August 28th – 7:30pm College Tour Red Carpet Premiere on the Shamie Quad
 - Julio Elias and Nikki Anderson – Event Emcees

Academic Affairs – Dan Borgia

- 2 new staff members –
 - Mark Newell – GA supporting Maureen Butler
 - Ashley Poniro – new academic advisor
- 2 new faculty members –
 - Nate Lawshe – Assistant Professor of Criminal Justice
 - Scott McDonald – Assistant Professor of Management and Director of the Executive Education program in the Graduate School
- Departures –
 - Len Samborowski – retired
 - Nick Gorgievski – took new opportunity
- Office Moves
 - Learning Services is now in the Currier Center
 - All academic advisors are all together
 - NCG will be where the international programs currently is in AB
 - IT moved back to the basement of the library

Convocation – Maureen Butler

- Wednesday, August 28th at 2:45pm
- Really want faculty, staff, and upper classmen to clap their way as the process through to the gym

Student Accounts – Deb Champagne

- Payment plans/loans were in place and all was successful for football move in yesterday
- New policies seem to be working
- New staff – Susan Bray (works exclusively in collections)
- Everything is on track with bills – feeling happy with the process

CPDC – Liz Horgan

- The work study fair is taking place Monday 8/26 from 2:30 – 3:30pm outside of Fels

- Please reach out if you would like a table representing your work study positions
- Second annual Dress for Success – September 3
 - Could really use gently used business professional attire – please consider donating! Clothes, accessories, shoes, etc.

Counseling Services – Lindsey Bartlett

- Only two counselors at the moment – Lindsey and Rachel
- Please utilize the CARE portal – will be tremendously helpful
- Working on hiring additional counselors
- Be mindful of the Bison Care portal and the holds that might be on that account

Fall Orientation – Cari Cyr

- Please see the schedule that was sent out earlier today for fall orientation
- Freshmen move in is Friday, August 23rd
- More info to come via email!

IT – Steve Groff

- Promotions
 - Craig Brady – Director of IT Infrastructure
 - Chris Tousignant – Senior Development and Architect
- Several changes are coming – you will be notified via email. Stay tuned!

Reminders -

- All campus meeting is scheduled for Tuesday, September 10th in Davis 205/207
- Please utilize the staff council email address for updates, comments, questions, concerns:
staffcouncil@nichols.edu