Pierce Council  
February 11, 2011


Absent: Richard Abel, Jaimie Birge, Jed Donelan (sabbatical), Bob Goodby (teaching), Rob Hannings

Rich Abel was not present, but he did want to let everyone know that CGPS will be wrapping up elections for a student representative to the Council next week. He hopes that the newly elected representative should be joining the group at the next monthly meeting.

The Service Recognition Sub-Committee reported on two different aspects of their work. The group shared their findings with everyone in two separate handouts. The first is the Service Recognition Ceremony. As a reminder, the community used to gather each spring to recognize those individuals reaching significant milestones in their careers here at Franklin Pierce. It was a time to recognize and honor those that reached 5, 10, 15, etc., years of service to the school. This ceremony was abandoned a few years ago due to budget constraints. The Committee recommends that the recognition of these milestones be brought back. They are also cognizant of budget constraints and recommend a scaled-back version of this event. They would like to see some of the following changes:

- Departments that had been outsourced for a period of time should still receive recognition for time worked at Franklin Pierce
- Staff/Faculty members that moved from part-time to full-time positions
- Faculty members including years as adjunct or part-time
- Members of the community who achieved milestones during the previous two years are recognized retroactively

Discussion surrounded the possibility of folding this activity into another, such as the Fall Forum, was held. It was also noted that the gifts that were given in previous years need not be continued.

The second part of the Sub-Committee work was related to “Above and Beyond Recognition” aspect. This group feels strongly that recognition should be given when an individual does something well beyond the scope of his/her duties. At the last meeting the group had recommended a nomination process to see that deserving employees receive recognition. After last meeting’s discussion, the group met again and decided that a more “top down” approach would probably work best. Under this approach, the directive starts with the President’s Office.

- Dr. Birge informs Senior Staff of the desire to recognize deeds that go above and beyond normal duties
- Senior Staff then carries this message to their direct reports (directors, Division Chairs, etc.)

The Director/Chair thanks and recognizes the work performed and informs their VP of the accomplishment. This VP then has the option to also commend the employee and forward the info to the President, who will also use his discretion in making accolades.

One member felt that this may be a bit too heavy-handed and pointed out that the President already does regularly send out personal thank you notes when he is aware of extraordinary efforts. Other members felt that this type of recognition goes a long way in building morale.

The remainder of the meeting was turned over to Joni Doherty and her assistant, Kiera MacDonald. Unfortunately, Matthew Bickford, was unable to attend and assist with the presentation. A very comprehensive booklet was given to all those present. The Pierce Council members thanked Joni and her group for all the work done on the Identity Forums. Joni then proceeded to highlight some of the findings that were noted. It was also decided that the entire draft document should be placed on the Pierce Council website so that everyone could view it and make comments to Joni and the NECCL group on its findings.

The meeting was adjourned at 3:25PM.

Respectfully submitted by Vicky Rank.
Schedule of Meetings:
Mar. 11, 2011
Apr. 8, 2011

(All meetings are scheduled from 2-4PM in the Alumni Lounge.)

Please note: The scheduled January 2011 meeting was not held due to inclement weather and difficulty in rescheduling prior to the February meeting.