Staff Council Monthly Meeting
June 8, 2023

Members Attendance: (\_\_\_\_\_present, \_\_\_\_\_absent)

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| **Executive Council** | **Council Members** | **Faculty Senate Liaison** | **General Attendees** |
| ***President*** | □ Donna Arthur | KC Dolan | Shayla Yoakum |
| Megan Fowler | □ Kimberly Baker |  | Clair Kueny |
|  | □ Shari Hill | **Staff Success Center Mgr.** | Tonya Lane |
| ***Past President*** | □ Jeff Jennings | Simone Waldon | Ashley Dabbs |
| Barbi Spencer | □ Joni Matlock |  | Austin Wall |
|  | □ Brittney Meyer | **General** | Trish Aston |
| ***Vice President*** | □ Missy Millspaugh | Cindi Nelson | Christina Harrison |
| Jackie Sansone | □ Ashley Newton | Evie Sherlock | Jeanie Werner |
|  | □ Ramona Nicewaner | Jade Sinnott | Mary Counsil |
| ***Secretary*** | □ Lauren Perala | Jen Pohlsander | July Parker |
| Kimber Crull | □ Jody Seely | Kathleen Sheppard | Derek Lane |
|  | □ Rhonda Sherman | Shannon Young | Anne Groniger |
| ***\Treasurer*** | □ Kevin Walkup | Simran Bhatia | Melanie Keeney |
| Angelica Nuno | □ Sarah White | Sylvia Dees | Nyhla Asbury |
|  |  | Valerie Moersch |  |

1. Call to Order / Role Call
2. Approval of Minutes (Teams)
	1. Motion – Jackie
	2. Second - Kevin
3. Guest Presenters
	1. Faculty Senate Representatives, Preliminary Spring 2023 Campus Climate Results
	2. Dave Westenberg
		1. Goes over key terms
		2. Goes over key measures
			1. Perception of organizational support, organizational commitment, and interpersonal and informational justice
		3. Overall Levels of Key Measures
		4. Meaningful Differences Between Years (all levels are improved)
			1. Perception of organizational support
			2. Distributive Justice
			3. Procedural Justice
			4. Informational justice Supervisor
			5. Informational justice Upper Admin
		5. Meaningful differences between years for colleges
			1. CEC sig. higher in distributive, information upper admin, and interpersonal upper admin perceptions
			2. CASE sig. lower in informational upper admin and interpersonal upper admin perceptions
		6. Meaningful Differences between colleges
			1. Continuance& POS: 1-7 scale
			2. CAE faculty highest on continuance commitment
			3. PNR had lowest perception of organizational support and highest in exhaustion
		7. Meaningful differences between years for tenure-status
			1. PNR faculty sig. lower in POS, affective commitment, and normative commitment
			2. Higher exhaustion is worse, lower on everything else is worse
		8. Meaningful differences between faculty and staff
			1. Higher exhaustion & constraints is worse; everything else, lower is worse
		9. Breakdown of Constraints/Stressors
			1. Interruptions
			2. Heavy Workload
			3. Conflicting job demands
		10. Differences between faculty and staff
			1. Heavy workload and conflicting job demands more prevalent among faculty
		11. Meaningful differences between years for staff
			1. Overall, improvements in the right direction
		12. Meaningful differences between occupation groups
			1. Secretarial/Clerical staff higher on continuance commitment, normative commitment and exhaustion.
		13. Initial Breakdown of Qualitative Comments
			1. 39% positive comments (increase)
			2. 7% of “positive comments” were really negative (decrease)
			3. 2.02 negative comments per person, 1.29 positive comments per person. (better than last year)
		14. Difference between colleges
		15. Next steps
			1. Summary provided to leadership
			2. Thoroughly analyze qualitative data this summer
			3. Report on qualitative data in October meetings
			4. Continue to build on & work toward improvements
		16. Questions:
			1. Survey will be given each year during April.
4. Reports
	1. President Report
		* Blood Drive June 29th
	2. Treasurer Report (Angelica)
		* Staff Council Chancellor Main Account
			1. We came in under budget for Luncheon costs (as of now). Budgeted $4,500 and will spend $4,000
		* Staff Council Award Funds
			1. Not paid out yet
		* Staff Council Fundraising - Special Events Account
			1. Spring Staff Day T-shirts sponsor funds (revenue commitment) were reduced to $0.00 (was $1,000.75)
			2. Spring Staff Day Non-Taxable Sales exceeded our expectations. Budgeted $2,250 and we have recorded $3,307.
		* Staff Council Gift Scholarship Account
			1. No change
		* Earth Day Account
			1. No change
		* Chancellor Staff Council Scholarship Account
			1. SFA has still not cleared up who we’ve paid for yet, so the commitment section may be reduced. We have yet to have our Fall participants who had excel courses awarded have not chosen to taken those yet …
	3. Committee Reports
		* Communications Standing Committee (Kimber)
		* Advocacy Standing Committee (Jeff)
			+ Applicants for the staff awards was big and showed that our staff are doing a lot of excellent work.
				1. 23 newcomer nominations
				2. 36 staff excellence nominations
				3. 3 faculty nominations
			+ Staff Scholarship – June 15
				1. 9 applicants so far
				2. July 1 expected date of announcement of scholarship winners
		* Campus Involvement Standing Committee (Joni)
			+ Thanks to all that helped with Staff Day or participated
			+ Presold 73 shirts online
			+ Sponsorships – donations/raffle baskets
				1. 60 local businesses
				2. 25 campus departments and organizations
			+ Late June event coming up
		* Election Committee (Joni)
			+ Ballots have been closed and results are tabulated
			+ Notification goes out June 8.
		* Other Committee Updates
5. Faculty Update (KC Dolan)
	* 1. No update
6. Staff Success Center Update (Simone)
	* 1. Training the next cohort of Staff Champions, Tuesday, June 13.
		2. 264 Miner Mentions sent
		3. Lunch with the chancellor – new employees since January 2023. Service milestones and newcomer awards also received an invitation. Thursday, July 6
		4. Advising and registration day – Havener Food court will be open June 9.
		5. Juneteenth – June 19. University holiday
7. Business
8. Open Discussion
	1. Jeff Jennings recognizes the review committee for the Staff Appreciation Day awards.
9. Adjourn
	1. Motion - Jackie
	2. Second - Kevin