

Staff Council Monthly Meeting
June 9, 2022

Members Attendance: (9 present, 1 absent, 1 excused absent)

Executive Council	Council Members	General Attendees
Interim President	<input type="checkbox"/> Kimberly Courtney	108 attendees total
Megan Fowler	<input type="checkbox"/> Jeff Jennings	
	<input type="checkbox"/> Ashley Newton	
Acting Past President	<input type="checkbox"/> Jade Sinnott	
Barbi Spencer	<input type="checkbox"/> Rhonda Sherman	
	<input type="checkbox"/> Teresa Stratman	
Vice President		
Jackie Sansone	Guest Presenters	
	John Cook, TRAC	
Secretary	Dr. Kelly Homan, Faculty Senate President	
Janessa Buchely		
Treasurer		
Angelica Nuno		

1. Call to Order / Role Call: ~9:08 a.m.
2. Approval of Minutes - **approved**
3. Guest Presenters
 - A. **Dr. Kelly Homan**, Faculty Senate President
 - i. Faculty and Staff Climate Survey – Preliminary Results
 1. Reason for this survey:
 - a. Desire to capture an accurate pulse where the campus community is at. They want to do this on an annual basis.
 2. Many people on campus played a part in this survey – thank you to them!
 3. Data overview:
 - a. 582 participants
 - i. 164 faculty, 346 staff, 72 did not report role
 - ii. 63 CASB, 64 CEC, 35 preferred not to respond
 - iii. 253 identify as female, 172 as male, 61 did not report, 96 preferred not to respond
 - b. Anonymity was highly valued with the data and preserved
 4. Overall concerns:
 - a. Organizational justice: *critically low perception*
 - i. Definition: perception of fairness in the workplace
 - ii. Rating on a scale of 0-5
 - iii. No mean was provided
 - b. Organizational support and commitment: *less than ideal*
 - i. Definition: need to stay committed because there are no better alternatives

- ii. Rating on a scale of 1-7
 - iii. Organizational support: mean = 3.15
 - iv. Affective commitment: mean = 3.93
 - v. Continuance commitment: mean = 4.03
- 5. Differences: College vs Staff **(See attached PowerPoint)**
- 6. Differences: Colleges (faculty) **(See attached PowerPoint)**
- 7. Differences: Gender **(See attached PowerPoint)**
- 8. Other Key Findings **(See attached PowerPoint)**
- 9. Qualitative Feedback Overview **(See attached PowerPoint)**
 - a. (25% of open comments were randomly selected, but drawn from different colleges and offices – i.e. not all CASB)
- 10. Next Steps **(See attached PowerPoint)**
- 11. To Wrap up
 - a. Thank you to everyone for the level of participation and the amount of time, thoughts, and care that went into the open comments. It shows commitment to S&T.
 - b. Now we have opportunities before us to take this data and have it be a great cause for self-reflection both individually and collectively.
 - c. How can we make this a place that we all want and love to be at?
- 12. Questions:
 - a. How will this data be presented to leadership and keeping anonymity?
 - i. Themes will be presented of a summary of comments, not raw comments.
 - b. If summarized themes will be presented, what happens to the outlying comments that are still just as important?
 - i. That's a good point and will be considered. We will also hold value to the importance of the comment.
 - c. Should it be considered that UMSystem review the raw comments so there is no discrimination due to the closeness of relationships on campus. To have a more objective view on issues and which ones should be presented?
 - i. Our campus personnel should be able to trust to handle these comments, but I hadn't considered the issues that could arise with that, so I'm taking notes to put the right people and offices in place to handle this moving forward.
 - d. Will these slides be shared? Can Staff Council include them in their meeting minutes?
 - i. Yes.
 - e. Has there been any discussion on when the next one would be and are you going to stick to the same timeline?

2. Food auction = \$109
3. Raffle tickets = \$1,938.75
4. Tshirts = \$165
5. **Total = \$2,472.75**

C. Committee Reports

o Communications Standing Committee (Janessa)

1. Staff Spotlight went out in eConnection and FB – congrats to Amy M.
2. 13 welcome emails sent to new staff from April
3. Blood drive coming up in Havener that staff council sponsors
 - a. June 29 & 30
 - b. Coming in eConnection and FB so look for that
 - c. Recent FB highlights was the cornhole winner, the award winners from staff day, staff member elections, and staff scholarship deadline on 6/15

o Advocacy Standing Committee (Jeff)

1. 39 staff members nominated for staff excellence
 - a. So many staff doing amazing things
2. 19 nominated for newcomer
3. 10 faculty nominated
4. Those who were nominated are encouraged to include that on their ePerformance
5. Review committee will be selecting scholarships after the application deadline of 6/15
6. Questions?
 - a. Clarification was needed on how exactly a staff member should get their staff excellence nomination included in their ePerformance.
 - b. Cindi Nelson in HR will send messages to the supervisors and let them know that their employee was nominated and ask them to consider that in their review.

o Campus Involvement Standing Committee (Jackie)

1. Many thanks to everyone who put effort into the staff day
2. Lots of likes on the scavenger hunt – 50 people signed up
3. Cornhole was well received and better next year if we do it again
4. Paint and sip was well liked as always

o Election Committee

1. Courtney Karmann who was election committee chair took another job outside of S&T, so Megan, Jackie, and Janessa are wrapping up elections.
2. Voting closes Friday COB 6/10
3. Filling 14 vacancies

o Other Committee Updates

5. Open Discussion

- a. **BARBI SPENCER:** Every year, equity and title ix has to put together a hearing panel, so you would need to be available on August 11 and 12th for the equity resolution hearing panel training.
 - i. Reach out Barbi Spencer or Teresa Stratman
 - ii. You must be available to attend the training on 8/11-12
 - iii. The duration is probably all day for the training or at least 6 hrs...will get that double-checked.
 - iv. 20 staff members needed
 - b. Cindi Nelson gave big kudos to staff council and all volunteers on putting on the staff appreciation day. She is willing to help next year!
 - c. Staff Appreciation Day discussion:
 - i. A survey could be beneficial on getting feedback
 - ii. Discussion commenced on whether the food auction should continue in the coming years. Discussed pros and cons.
6. Adjourned: ~11:06 a.m.