

Staff Council Monthly Meeting
June 8, 2023

Members Attendance: (16 present, 4 absent)

Executive Council	Council Members	Faculty Senate Liaison	General Attendees
President	<input type="checkbox"/> Donna Arthur	KC Dolan	Shayla Yoakum
Megan Fowler	<input type="checkbox"/> Kimberly Baker		Clair Kueny
	<input type="checkbox"/> Shari Hill	Staff Success Center Mgr.	Tonya Lane
Past President	<input type="checkbox"/> Jeff Jennings	Simone Waldon	Ashley Dabbs
Barbi Spencer	<input type="checkbox"/> Joni Matlock		Austin Wall
	<input type="checkbox"/> Brittney Meyer	General	Trish Aston
Vice President	<input type="checkbox"/> Missy Millspaugh	Cindi Nelson	Christina Harrison
Jackie Sansone	<input type="checkbox"/> Ashley Newton	Evie Sherlock	Jeanie Werner
	<input type="checkbox"/> Ramona Nicewaner	Jade Sinnott	Mary Council
Secretary	<input type="checkbox"/> Lauren Perala	Jen Pohlsander	July Parker
Kimber Crull	<input type="checkbox"/> Jody Seely	Kathleen Sheppard	Derek Lane
	<input type="checkbox"/> Rhonda Sherman	Shannon Young	Anne Groniger
Treasurer	<input type="checkbox"/> Kevin Walkup	Simran Bhatia	Melanie Keeney
Angelica Nuno	<input type="checkbox"/> Sarah White	Sylvia Dees	Nyhla Asbury
		Valerie Moersch	Dave Westenberg
		Amanda Schlegel	Jason Cox
		Beth Welter	Sarah Cox
		Chris Keehn	Nina
		Chyna Howell	Fernando Chavez
		Marcia Lane	Sara McKee
		Cindy Heck	Erica Reven
		Janessa Buchely	Gina Webb
		Leanna Miller	Kyle Cox
		Carrie Rossy	Kaitlin Brothers
		Machaelie Hennington	Kay Tillman

1. Call to Order / Role Call
2. Approval of Minutes (Teams)
 - A. Motion – Jackie
 - B. Second - Kevin
3. Guest Presenters
 - A. Faculty Senate Representatives, Preliminary Spring 2023 Campus Climate Results
 - B. Dave Westenberg: Slides are attached on page 5.
 - i. Goes over key terms
 - ii. Goes over key measures
 1. Perception of organizational support, organizational commitment, and interpersonal and informational justice
 - iii. Overall Levels of Key Measures
 - iv. 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
- v. 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
- vi. 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
- vii. 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
 - 3.
- viii. Meaningful differences between faculty and staff
 1. Higher exhaustion & constraints is worse; everything else, lower is worse
- ix. Breakdown of Constraints/Stressors
 1. Interruptions
 2. Heavy Workload
 3. Conflicting job demands
- x. Differences between faculty and staff
 1. Heavy workload and conflicting job demands more prevalent among faculty
- xi. Meaningful differences between years for staff
 1. Overall, improvements in the right direction
- xii. Meaningful differences between occupation groups
 1. Secretarial/Clerical staff higher on continuance commitment, normative commitment and exhaustion.
- xiii. 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)
- xiv. Difference between colleges
- xv. 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

xvi. Questions:

1. Survey will be given each year during April.

2. Reports

A. President Report

○ Blood Drive June 29th

B. 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 ...

C. Committee Reports

○ Communications Standing Committee (Kimber)

• Facebook: Last 28 days:

a. Six posts total

b. Post reach: 10,407

c. Post engagement: 1,978

d. New Page likes: 5

e. New Page Followers: 12

• Top Post from May: Staff Awards Post:

a. Reach: 6,110

b. Post engagement: 625

• Video from staff day:

a. Reach: 3,583

b. Post engagement: 513

• Staff Council e-mails:

a. Scavenger Hunt

i. 47.03% open

ii. 20.73% clicked

b. Staff Appreciation Day newsletter:

- i. 46.79% open
 - ii. 21.45% clicked
 - Advocacy Standing Committee (Jeff)
 - Applicants for the staff awards was big and showed that our staff are doing a lot of excellent work.
 - a. 23 newcomer nominations
 - b. 36 staff excellence nominations
 - c. 3 faculty nominations
 - Staff Scholarship – June 15
 - a. 9 applicants so far
 - b. 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
 - a. 60 local businesses
 - b. 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
- D. Faculty Update (KC Dolan)
 - i. No update
- E. Staff Success Center Update (Simone)
 - i. Training the next cohort of Staff Champions, Tuesday, June 13.
 - ii. 264 Miner Mentions sent
 - iii. Lunch with the chancellor – new employees since January 2023. Service milestones and newcomer awards also received an invitation. Thursday, July 6
 - iv. Advising and registration day – Havener Food court will be open June 9.
 - v. Juneteenth – June 19. University holiday
- 4. Business
- 5. Open Discussion
 - A. Jeff Jennings recognizes the review committee for the Staff Appreciation Day awards.
- 6. Adjourn
 - A. Motion - Jackie
 - B. Second - Kevin



Missouri University of Science and Technology

Faculty-Staff Climate Survey

AY 2022-23: Initial Findings

June 1, 2023

Key Terms & Abbreviations

DNR – did not respond, did not provide an answer

PNR – preferred not to respond, specifically clicked this option rather than identify with a particular group

M or m – mean, overall average

Med – median, 50th percentile of responses

Scale – overall range of response options

Orange line (on graphs) – mid-point of the scales

Data Overview

After data cleaning (removing missing data, short duration responders), usable data from 456 participants

AY 2022-2023

456 participants total

- ▶ 112 faculty, 302 staff, 42 DNR
- ▶ 40 CASE, 37 CEC, 6 Kummer, 29 PNR
- ▶ 207 Female, 148 Male, 36 DNR, 65 PNR

AY 2021-2022

582 participants total

- ▶ 164 faculty, 346 staff, 72 DNR
- ▶ 63 CASB, 64 CEC, 35 PNR
- ▶ 253 Female, 172 Male, 61 DNR, 96 PNR

Reminder of Key Measures

Construct	Definition
Perceived Org. Support	Beliefs about the extent to which the organization values employee contributions & cares about employee well-being
Affective Org. Commitment	Emotional attachment to, identification with, and involvement in the org.
Normative Org. Commitment	Feelings of obligation to remain with org (particularly due to social norms)
Continuance Org. Commitment	Staying with the organization to avoid financial costs of leaving, would consider leaving otherwise
Distributive Org. Justice	Perceptions of equitable/equal distribution of resources/rewards/pay/raises for allocation of effort
Procedural Org. Justice	Perceptions of unbiased, consistent processes that determine allocation of rewards/resources
Interpersonal Justice	Perception that one is treated with respect & dignity during processes & allocation of rewards/resources
Informational Justice	Perception of clear explanations and communication provided w/ respect to how/why processes are implemented/rewards are distributed

Overall Levels of Key Measures

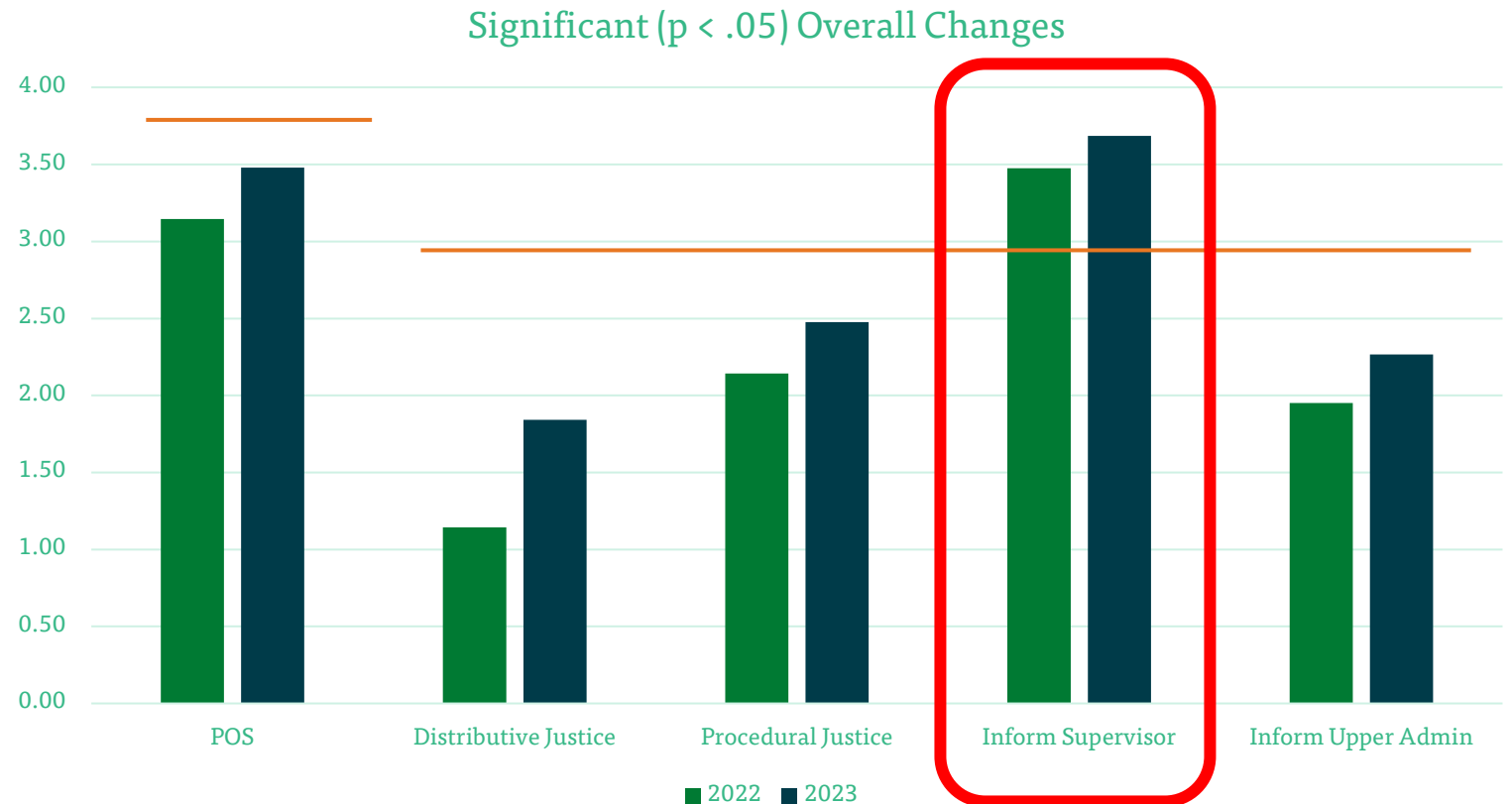
Construct	Average & Median	Interpretation
Perceived Org. Support	M = 3.48, Med = 3.38	Perceptions are lower than neutral, indicating slight disagreement that the org is supportive
Affective Org. Commitment	M = 4.01, Med = 4.00	Neutral emotional and invested attachment to the org
Normative Org. Commitment	M = 3.78, Med = 4.00	Neutral obliged attachment to the org
Continuance Org. Commitment	M = 4.17, Med = 4.33	Approaching slight agreement to attachment simply to avoid costs of leaving
Distributive Org. Justice	M = 1.84, Med = 2.00	Belief the organization is fair in distribution of outcomes some-to a small extent
Procedural Org. Justice	M = 2.84, Med = 2.33	Belief the organization is fair in processes that determine outcomes to some extent
Interpersonal Justice (Supervisor)	M = 4.15, Med = 5.00	Overall, supervisors are believed to treat subordinates with respect mostly to a large extent
Informational Justice (Supervisor)	M = 3.64, Med = 4.00	Overall, supervisors are perceived as providing communication to some extent or a little better
Interpersonal Justice (Upper Admin)	M = 2.93, Med = 3.00	Overall, upper administrators are believed to treat employees with respect to some extent
Informational Justice (Upper Admin)	M = 2.23, Med = 2.00	Overall, upper administrators are believed to communicate less than sometimes

Meaningful Differences Between Years

Metrics use
different scales

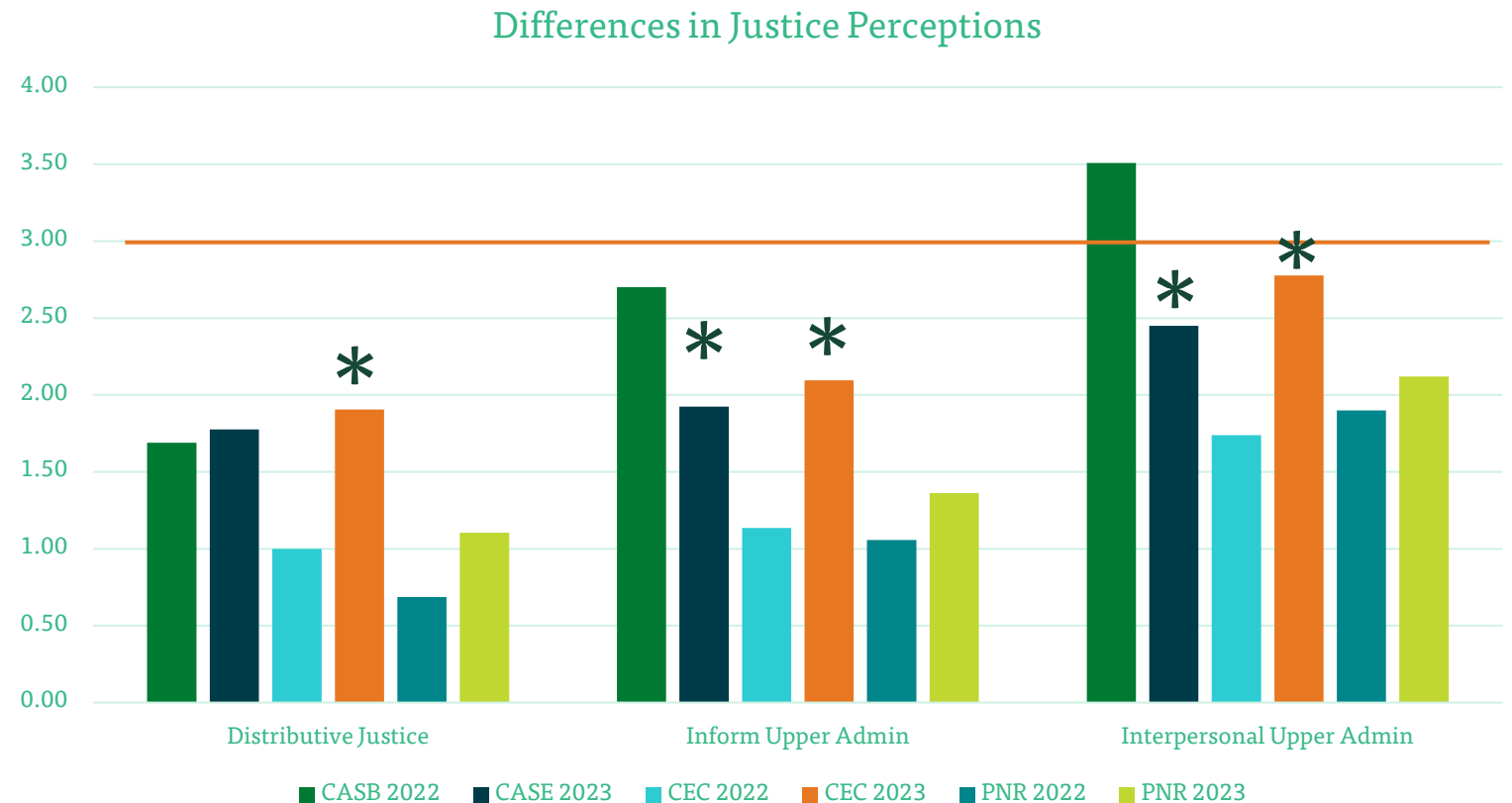
POS: 4 = neutral
(Scale 1-7)

Justices: 3 = to
some extent
(Scale 0-5)



Meaningful Differences Between Years for Colleges

- ▶ CEC sig. **higher** in distributive, informational upper admin, and interpersonal upper admin perceptions
- ▶ CASE sig. **lower** in informational upper admin and interpersonal upper admin perceptions



Meaningful Differences Between Colleges - 2023

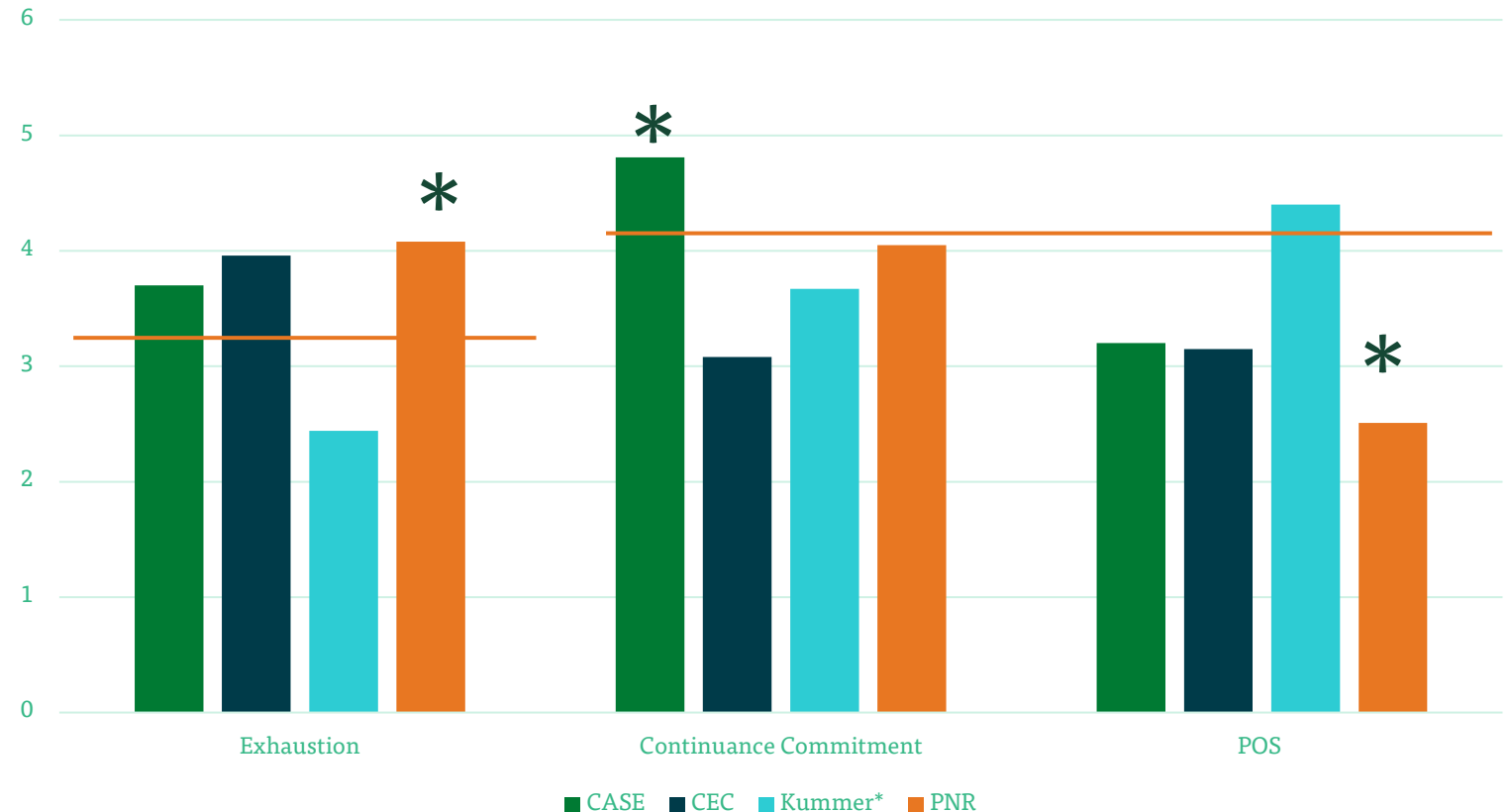
*Kummer only had 6 faculty report

Continuance & POS:
1-7 scale

Exhaustion: 0-6 scale

CASE faculty **highest**
on continuance
commitment

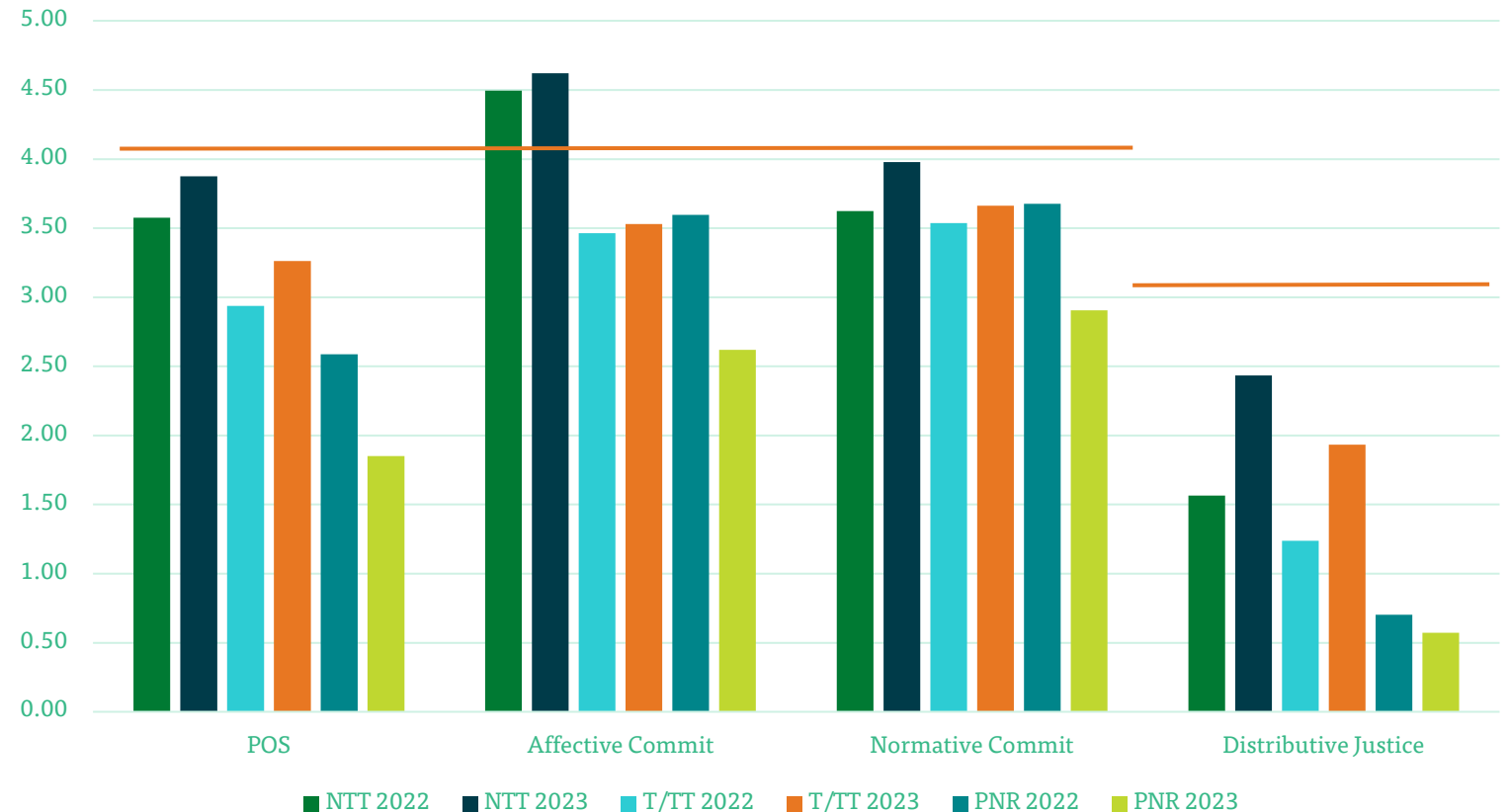
PNR had **lowest** POS and
highest exhaustion



Meaningful Differences Between Years for Tenure-Status

NTT, T/TT, PNR 2022: 31, 99, 33; NTT, T/TT, PNR 2023: 15, 75, 21

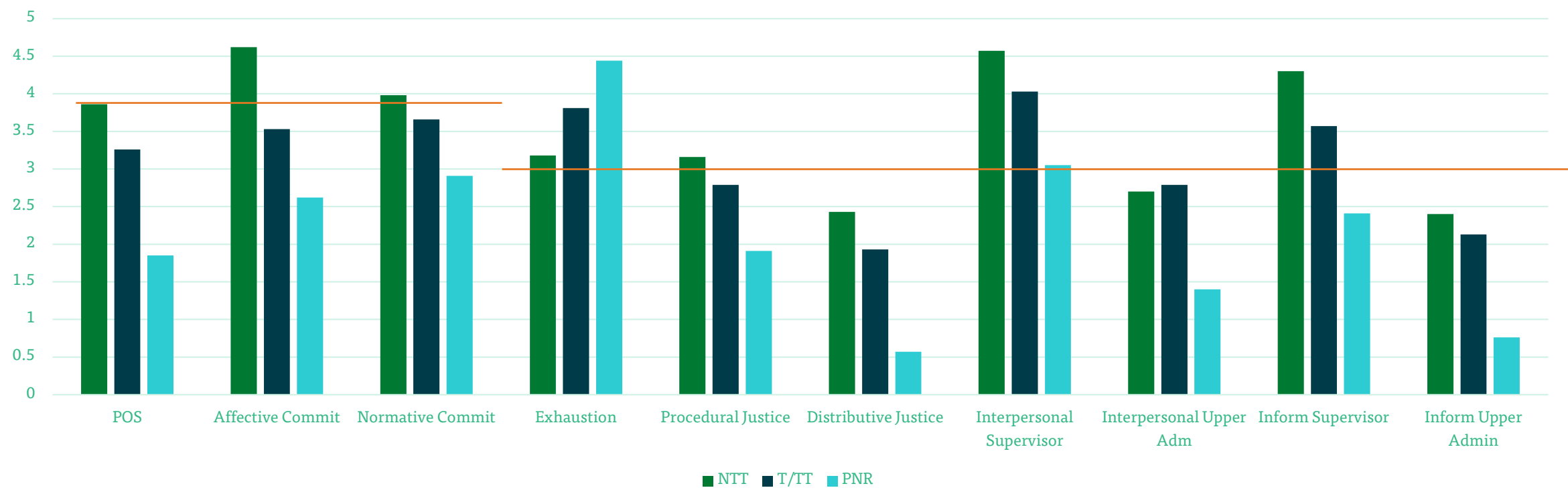
- ▶ PNR faculty sig. **lower** in POS, affective commitment & normative commitment
- ▶ T/TT faculty sig. **higher** in distributive justice (likely true for NTT faculty too)



Meaningful Differences Among Tenure Status - 2023

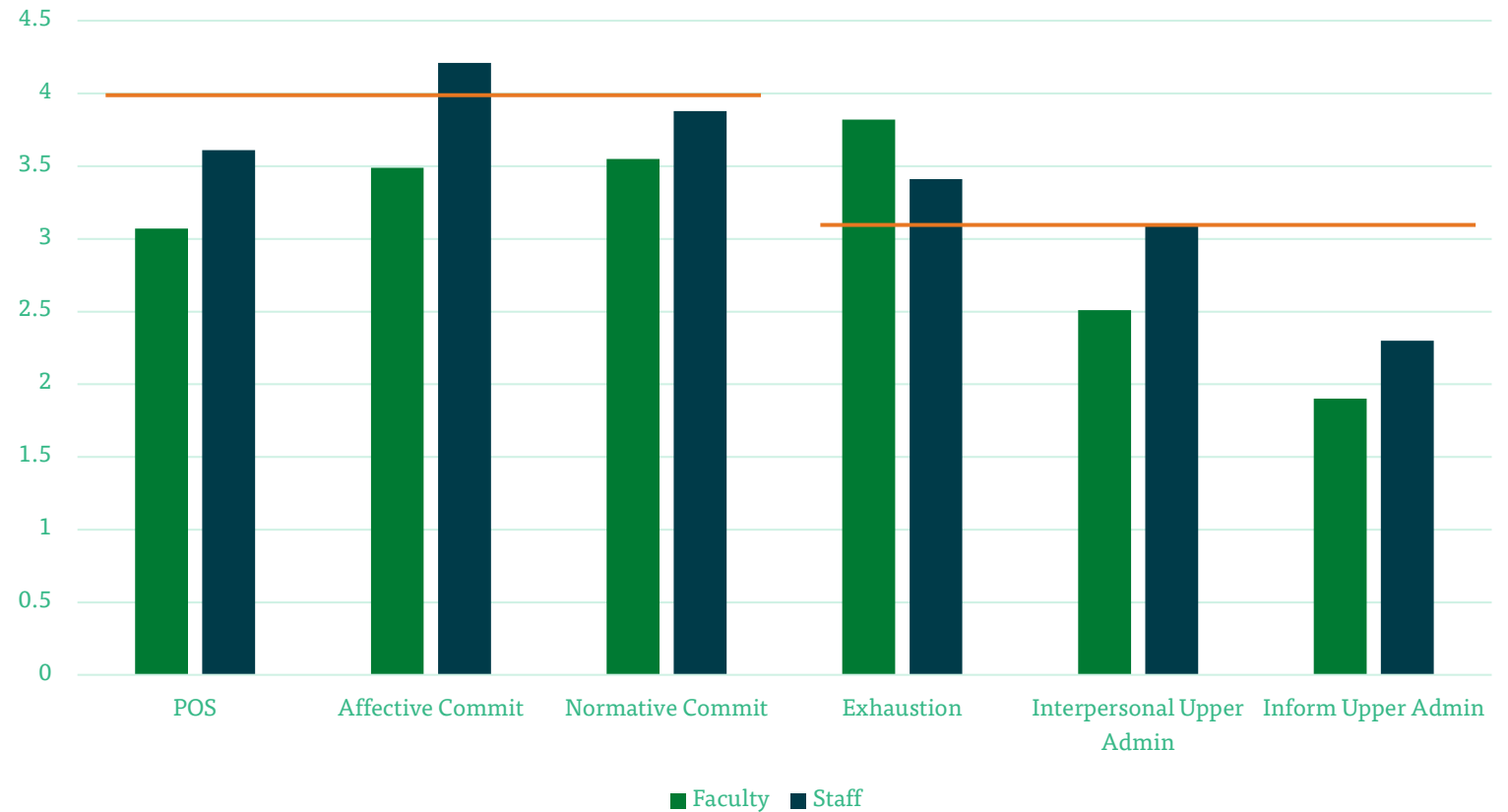
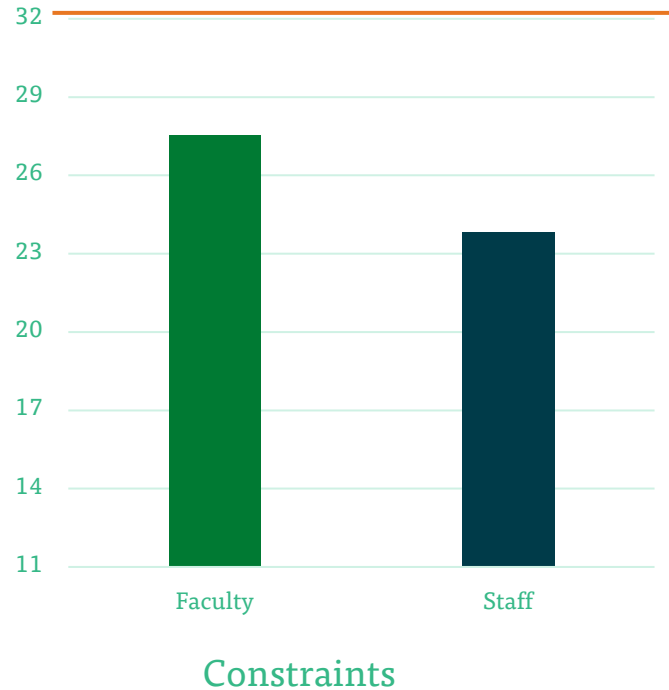
Higher exhaustion is worse, lower on everything else is worse

All Trends Point to PNR



Meaningful Differences Between Faculty & Staff - 2023

Higher exhaustion & constraints is worse; Everything else, lower is worse



Breakdown of Constraints/Stressors

Same 3 main constraints as 2022

- ▶ Interruptions by others
- ▶ Heavy workload
- ▶ Conflicting job demands

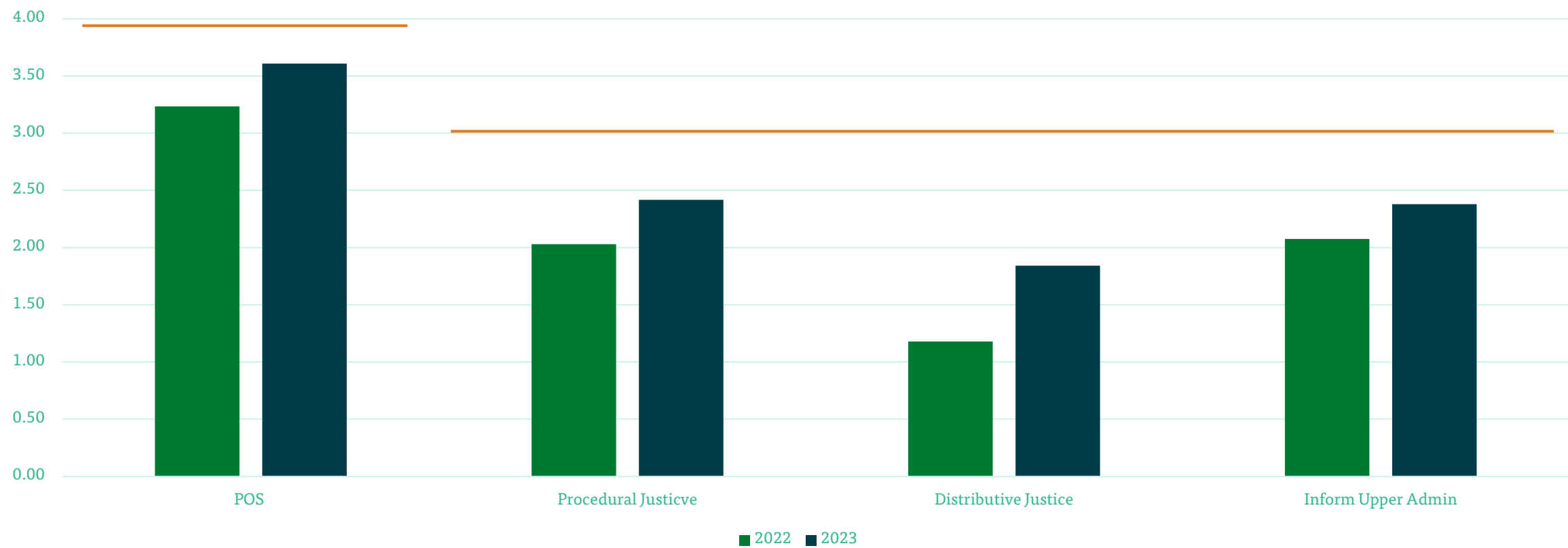
Differences between Faculty & Staff in Constraint Type

All experience the same 3 main constraints as most prevalent

- ▶ Heavy workload & conflicting job demands more prevalent among faculty
 - 36% & 41% of faculty experience conflicting demands & too heavy of a workload, respectively, on a daily basis
 - 21.6% & 27% of staff experience these constraints daily
- ▶ Daily interruptions by others similar distribution across faculty (44%) & staff (40%)

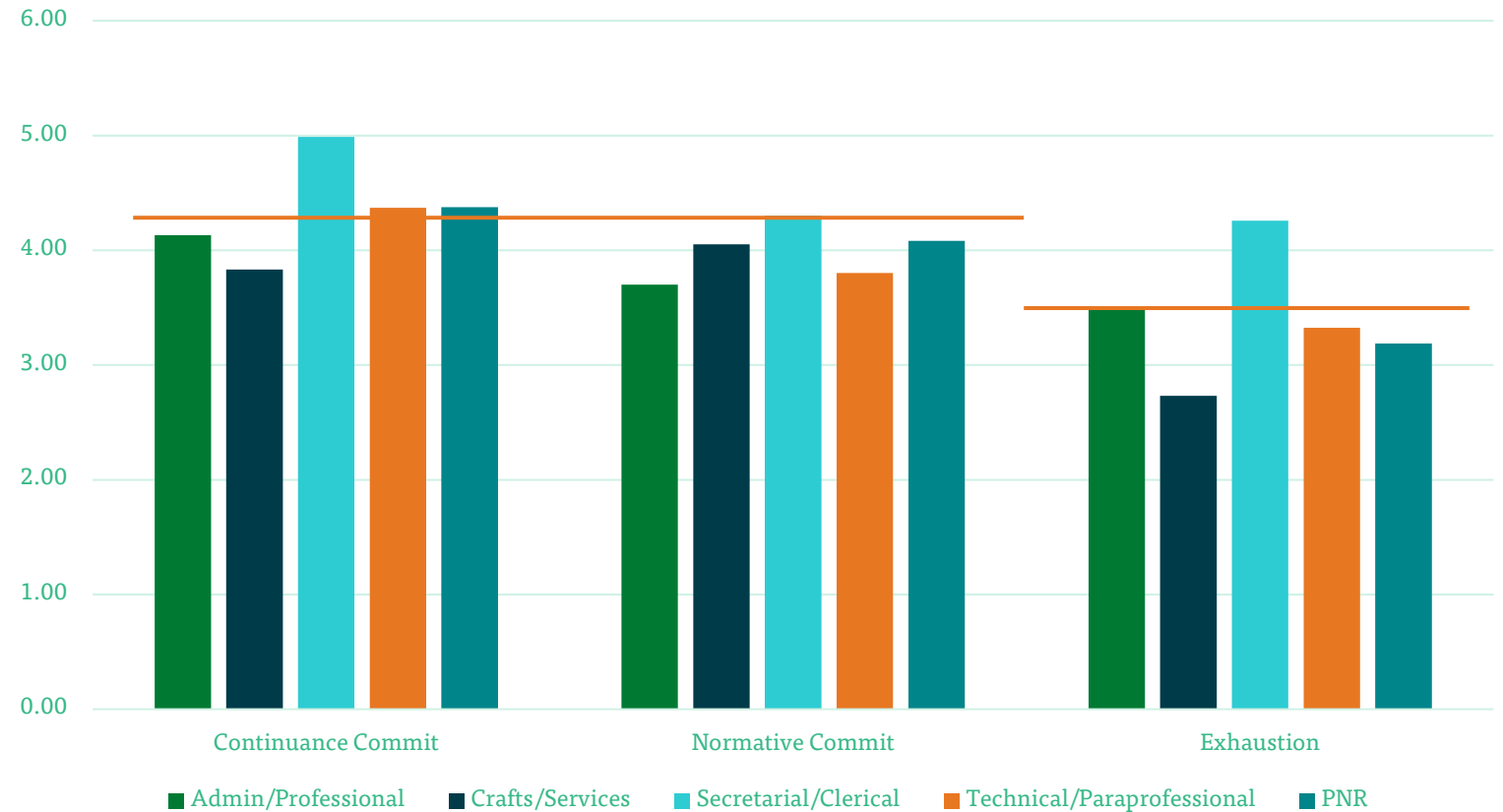
Meaningful Differences Between Years for Staff

Overall, improvements in the right direction



Meaningful Differences Between Occupation Groups (Staff Groups) - 2023

- ▶ 149 Admin/Prof; 26 Crafts/Services; 31 Secretarial/Clerical; 44 Tech/Paraprof; 48 PNR
- ▶ Secretarial/Clerical staff **higher** on continuance commitment, normative commitment & exhaustion (specifically compared to Admin & Crafts staff)



Initial Breakdown of Qualitative Comments

2023: 588 positive comments; 920 negative comments

Compared to 2022:	Conditional/Negative Comments in Positive Section	Average # Provided
30% positive comments last year	2022: 18% of “positive comments” were really negative	2022: 2.61 negative comments per person, 1.20 positive comments per person
39% positive comments this year	2023: 7% of “positive comments” were really negative	2023: 2.02 negative comments per person; 1.29 positive comments per person

Qualitative Count Differences Between Groups

Faculty vs. Staff

Faculty: 1.49 positive
comments per person;
2.45 negative
comments per person

Staff: 1.37 positive
comments per person;
2.09 negative
comments per person

Tenure Status:

Positive Comments

T/TT: 1.36 per person

NTT: 1.47 per person

PNR: 0.76 per person

Tenure Status:

Negative Comments

T/TT: 2.43 per person

NTT: 2.13 per person

PNR: 2.81 per person

Qualitative Count Differences Between Groups

Differences Between Colleges

Positive Comments

CASE: 86 comments; 2.15 per person

CEC: 40 comments; 1.08 per person

Kummer: 6 comments, 1 per person

PNR: 35 comments; 1.21 per person

Negative Comments

CASE: 113 comments; 2.83 per person

CEC: 81 comments; 2.19 per person

Kummer: 6 comments; 1 per person

PNR: 75 comments; 2.59 per person

Next Steps



**Summary
provided to
leadership**



**Thoroughly
analyze
qualitative data
this summer**



**Report on
qualitative data
in October
meetings**



**Continue to
build on & work
towards
improvements**

Send any data analysis requests to Dave Westenber

Updated:	6/7/2023
Fiscal Year	(All)

Sum of Amount MoCode Description	Expense Type Revenue	Actual	Commitment	Grand Total
Staff Council Chancellor Main Account	15,193.69	(6,000.00)	(4,000.00)	5,193.69
Staff Council Award Funds	6,000.00	-	(6,000.00)	-
Staff Council Fundraising - Special Events Account	16,214.41	(5,988.79)	(962.41)	9,263.21
Staff Council Gift Scholarship Account	218.08	(202.50)		15.58
Earth Day Account	117.44	(107.66)		9.78
Chancellor Staff Council Scholarship Account	9,760.00	(300.00)	(1,500.00)	7,960.00
Grand Total	47,503.62	(12,598.95)	(12,462.41)	22,442.26

Current Balance	34,904.67
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Fiscal Year (All)

Updated:

6/7/2023

Staff Council Accounts					
	Revenue	Actual	Commitment	Expected Balance	Current Balance
Staff Council Chancellor Main Account					
Beginning Balance	-			-	
Revenue	13,460.18			13,460.18	
Transfer	1,733.51			1,733.51	
Expense					
FY 2023 Staff Awards - Transfer to Holding Account		(6,000.00)		(6,000.00)	
FY 2023 Staff Day Luncheon Costs			(4,000.00)	(4,000.00)	
Expense Total		(6,000.00)	(4,000.00)	(10,000.00)	
Staff Council Chancellor Main Account Total	15,193.69	(6,000.00)	(4,000.00)	5,193.69	9,193.69
Staff Council Award Funds					
Beginning Balance	-			-	
Revenue	6,000.00			6,000.00	
Expense					
Accrual credit of S&W - that was not applicable		2,067.18		2,067.18	
Accrual debit of S&W - that was not applicable - TRE to main acct.		(2,067.18)		(2,067.18)	
FY 2023 Staff Awards			(6,000.00)	(6,000.00)	
Expense Total		-	(6,000.00)	(6,000.00)	
Staff Council Award Funds Total	6,000.00	-	(6,000.00)	-	6,000.00
Staff Council Fundraising - Special Events Account					
Beginning Balance	7,298.28			7,298.28	
Revenue	8,916.13	(352.71)		8,563.42	
Expense					
Retreat - Staff Council Retreat Lunch		(290.12)		(290.12)	
Retreat - Staff Council Retreat Snacks & Cups		(120.42)		(120.42)	
Retreat - Staff Council Retreat Supplies		(8.30)		(8.30)	
Fall Appreciation Day Staff T-Shirts		(1,979.00)		(1,979.00)	
Fall Appreciation Day - Food		(270.83)		(270.83)	
FY 2023 Staff Day Misc.		(951.30)		(951.30)	
Thank You Thursdays		(609.93)	(962.41)	(1,572.34)	
Earth Day 2023		-		-	
Fall Appreciation Day - Gift Card Prizes		-		-	
Valentine Grams		(635.72)		(635.72)	
Vendor Discount Earned		0.37		0.37	
Staff Day Supplies		(459.18)		(459.18)	
Staff Council		(311.65)		(311.65)	
Expense Total		(5,636.08)	(962.41)	(6,598.49)	
Staff Council Fundraising - Special Events Account Total	16,214.41	(5,988.79)	(962.41)	9,263.21	10,225.62
Staff Council Gift Scholarship Account					
Beginning Balance	168.08			168.08	
Revenue	50.00			50.00	
Expense					
n/a		-		-	
Gift assessment fee		(2.50)		(2.50)	
Staff Scholarship		(200.00)		(200.00)	
Expense Total		(202.50)		(202.50)	
Staff Council Gift Scholarship Account Total	218.08	(202.50)		15.58	15.58
Earth Day Account					
Beginning Balance	117.44			117.44	
Expense					
Earth Day 2023		(107.66)		(107.66)	
Expense Total		(107.66)		(107.66)	
Earth Day Account Total	117.44	(107.66)		9.78	9.78
Chancellor Staff Council Scholarship Account					
Beginning Balance	9,760.00			9,760.00	
Expense					
SP23 Staff Scholarship 1 of 3			(750.00)	(750.00)	
FS22 Staff Scholarship 1 of 3			(250.00)	(250.00)	
FS22 Staff Scholarship 2 of 3			(250.00)	(250.00)	
FS22 Staff Scholarship 3 of 3			(250.00)	(250.00)	
CE for SP23		(300.00)		(300.00)	
Expense Total		(300.00)	(1,500.00)	(1,800.00)	
Chancellor Staff Council Scholarship Account Total	9,760.00	(300.00)	(1,500.00)	7,960.00	9,460.00
Expected Balance				22,442.26	34,904.67