

# A&S Staff Council Meeting

**July 10th, 2023 245 Patterson Office Tower @ 11 AM**

- 1. Welcome/Introductions/Review of previous month's minutes**
  - Present: Kristina Morgan (Vice-Chair), McKenzie Chesney, Melanie Esterline, Melissa Cowan, Teresa Smith, Colleen Knight, Taylor Kincaid, Spencer Krenke, Miguel Prieto-Valle, Eleazar Wilson.
  - Not present: Joseph Wiley, Katia Davis.
  - Review of June minutes: Approved by motion from Colleen.
  - Next meeting: August 11, 2023.
- 2. Discussion of bylaws additions/changes/adding new members process – possibly table until August meeting**
  - Bylaws have not been sent to staff body yet.
  - Moving further of bylaws discussion to August meeting.
  - Postponing adding new members discussion until August.
- 3. Woodland Park event – Friday July 28<sup>th</sup> 12 PM -4PM**
  - McKenzie: Everything seems to be going well. Booked C&J, Katie's Happy Hotdogs, and Bella's Ice Cream for event. Made vouchers for each food truck. If people do not give the food truck a voucher, then they will have to pay for themselves. Waiting for more people to RSVP, will follow-up soon (deadline to RSVP is July 21).
    - Current tally: Yes: 57, Maybe: 3, No: 11.
  - Check the sheet of the Teams page for station sign-up for task or equipment. Bring any outdoor game items you may have. Prompt game has been made, just need cups/bowls to put paper in.
  - No monetary prize. We have coupons for a free ice cream from Andy's Frozen Custard.
  - Concerns: Task assignments for council members. Time frame of food and games.
  - Joe will bring additional water.
  - Bring trash bags for clean-up.
  - Need to have at least one person at each station keeping track of who won and to explain the rules.
  - In the event of a tie, the tie-breaker will be up to the teams to choose.

- Someone to reach out to Hive about microphone and speaker. Taylor said that she is willing to make announcements if there is no speaker.
- Will meet again prior to the event to finalize details.

#### **4. List of committees discussion**

- Committees are up to the council to determine. These will mostly surround event planning.
- Would like to have a staff concerns committee. We used to have a suggestion box on the website/newsletter, but the form was inactive.
- Melissa suggested that Joe and Kristina stand up and explain what the council does at every event just so staff are aware of the council and the initiatives.

#### **5. Staff Concerns and Suggestions**

- Taylor asked if there are any updates on the concerns (work from home and childcare) that were brought up at the last meeting?
  - Work from home options discussion is still in progress. Every position is different so they have to consider how they would incorporate working from home for each position.
    - Teresa: The University came up with guidelines and then it went to the College. At this point, at the College level, they are trying to determine how to do it across the College and what that looks like regarding equity for everyone.
  - For childcare: Might be something that will have to be presented to the staff senate because it is not just a College thing, it is a university-wide concern. Melissa suggested in the meantime the council can help by directing those staff with concerns to resources or suggest sitting down A&S HR to discuss a plan b option.
- No other current concerns.
- Spencer said that we should use language that says while we (staff council) are inviting and encouraging of staff concerns, we only can do so much. We don't want to make any promises or set an expectation because the power we have here is limited.
- Miguel suggested that if we go back to the anonymous feedback box that we have a section that allows staff to provide suggestions for resolution.
- Spencer suggested having a conversation with the Dean about the processes for specific types of staff complaints.

- Melissa said that she believes that the form should not be anonymous because there is no way to reach back out to the person who submitted the concern about how the concern was addressed.
- Taylor said that an anonymous option would be beneficial for those who might not reach out otherwise for fear of potential retaliation.
- Miguel suggested that the form be anonymous, but encouraging of those who submit to include a way to follow-up.
- Spencer said that if a staff member does not feel comfortable reaching out to our College HR, Jen and Spencer, then they should reach out to central HR. Could have a list of resources for specific concerns.
- Would like to come back to this discussion with Joe present.

**6. Staff survey update—No updates yet.**

**7. Fall Events**

- Fall Welcome Back/Semester Kick-off—discussed other options for event location, would like an outdoor area again (Administrative Lawn, Student Center lawn, JSB, etc.). Last year was the Thursday before Labor Day weekend. Previous location, JSB, had a lot of sun.
- Halloween Event-we still have decorations for the event.
- Coffee & Colleagues