

A&S Staff Council Meeting

October 12th, 2023 245 Patterson Office Tower @ 11 AM

- 1. Welcome/Introductions/Review of previous month's minutes (2 minutes)**
 - Attendance: Joseph Wiley (Chair), Spencer Krenke, Melanie Esterline, Taylor Kincaid, Teresa Smith, Katia Davis (Recording Scribe), Colleen Knight, Miguel Prieto-Valle, Eleazar Wilson, Melissa Cowan, Kristina Morgan (Vice-Chair)
 - Motion to approve minutes: Kristina. Taylor seconded.
- 2. Update on meeting with the Dean/Discussion (15 minutes)**
 - General things noted by Joe:
 - Vision: Events above concerns. Complaints need to have a proposed solution.
 - Awards Day: At least one more year separate.
 - Meeting with Dean one time per semester.
 - Went member by member to further discuss minutes from Deans meeting:
 - Kristina: Not thrilled about the vision about events-based council. Not happy about combo awards. Need separate meeting about bylaws additions and changes.
 - Miguel: Asked for clarification about whether OSA is confirmed, will it be combined?
 - Kristina said she believes that the Dean wants to build more community.
 - Taylor said that the event will be a faculty event, with staff invited.
 - Teresa agrees that when the time comes, the events should remain separate. It does get overshadowed. The OSA should focus on staff. Can help build community without overshadowing staff.
 - Spencer: the current event is advertised as a staff event, for staff. This is the biggest issue we are concerned with.

- Joe said that when the Dean comes to meeting in November or December, we can express that.
- Miguel brought up the issue of putting onus on person who is having concern.
 - Spencer asked where the Dean is expecting the person to go (i.e. A&S HR, liaison).
- Miguel liked retention and staff initiatives being discussed. What resources are available for this?
- Colleen: Liked having baseball or a tailgate. Concern about survey length, every 3-4 years seems long. Confused about where surveys we do go to.
 - Teresa said that staff surveys are rolled together. Climate survey is for staff. That survey is coming from Christia out of the inclusivity arm of the College. Also being offered to departments. It should help identify resources and trainings that need to be done.
 - Kristina noted that the climate survey has no option to provide examples for feedback.
 - Colleen asked if it is a goal to have a survey by the staff council. Needs clarity on that.
 - Kristina: said Dean wanted more from surveys from the council.
- Colleen asked if the professional development is on us to provide.
 - Kristina: There is a budget.
- Katia: Will staff be expected to staff the combined faculty and staff event?
 - Teresa said that it would probably be on the Dean's office staff (Teresa, Colleen, Adrienne, etc.)
 - Kristina said that that is not a fair option either.
- Katia also asked how Joe and Kristina presented the presented the staff responses.
 - They were printed and given to the Dean at the beginning of the meeting.
 - Katia expressed that the notes should have been given ahead of the meeting.

- Teresa had same concerns as others at the table.
- Melanie: Wasn't the baseball game a Deans Office initiative? Is the expectation now on us to do it?
- Melanie liked the professional development opportunity. Asked what we can do on a large scale. Mentioned that the last professional development event targeted business center and department managers.
- Melanie also agreed that separated awards should remain separate.
- Taylor: Awards day: admires that the Dean thinks that it would be productive. Staff need their own space. If it is combined, then we expect faculty to help. Shouldn't be the expectation that only staff will work the event. It would set a bad example.
- Taylor also discussed having a victim of a problem come up with a solution. Believes that it is the responsibility of the College.
 - Teresa mentioned that in the inclusivity committee they are reviewing the processes. Some of these things we should dovetail on. Use as a venue that to pull in some of the guidelines as Staff Council guidelines. We should have the same things as the department DEI committees.
- Spencer: If we are supposed to focus on inclusive events, we need a diversity of events. For example, stream the Barbie movie and have a talk about inclusion. Should create more venues and avenues so that the focus becomes more focused.
 - Teresa mentioned that a book club would be good.
- Spencer also said that he wants to work on professional development in current role, would like to bridge the gap.
- Spencer also said he agrees with the survey length being every 3-4 years. Antiquated data with staff turnover, if done sooner. Having us reach out to people would be good.

- Melissa, regarding combination awards, mentioned that events like the faculty breakfast are not open to all of A&S. Also said that if OSA is still around it could be listed under staff advancement in the Deans newsletter.
- Melissa liked that there was discussion about the baseball event.

3. Discussion of bylaws additions/changes/adding new members process with need for additional meeting (2 minutes)

- Schedule one-off meeting. Proposed 10/26 at 11am. Colleen to find room.

4. Committees update (20 minutes)

- United Way – Raffle Update (6 minutes)
 - Thanks, Taylor, for flyer.
 - Great baskets. 15 total.
 - \$335 raised as of 10/15. Glitch in bidpal not showing amounts. Almost all baskets have tickets purchased. UW central is working on fixing the issue.
 - People outside of UK can bid, but internal person will have to keep track of the purchases and bid under their name.
 - Going to livestream from POT 245 on 10/27. Let Joe and Teresa know if you can help.
 - Has been great so far, looks like it'll be successful.
- Halloween (10 minutes)
 - Going well. Committee has met.
 - Games: Halloween bingo, mummy, candy corn tower.
 - People will receive stickers upon arrival for groupings.
 - Submitted form to Andy's to get free ice cream vouchers, also plans to contact Culvers.
 - 12 people RSVP'd. Was in Dean's newsletter.
 - Taylor to share RSVP list so we can encourage representees to sign-up.
 - Council should wait until we know what needs to be brought.

- Spencer suggested sending a reminder on Friday so people who do their shopping over the weekend can pick up items.
 - No fees for entries this year.
 - Melanie and Taylor going shopping for decorations.
 - Halloween Events page on Teams: Sign-up for tasks. Taylor has also provided an order of events.
 - Melissa to take photos and provide camera for the photobooth.
 - Council is encouraged to dress up. Can win costume contest. Halloween Committee will choose the winners, they won't be allowed to win though.
 - Colleen liked the calendar invite method from previous events. Taylor said that since more info is needed, she prefers the form.
 - Make sure to send RSVP to the Associate Deans list.
- Coffee & Colleagues November 15th CP 3rd Floor – Confirmed? (2 minutes)
 - Location need to be confirmed. Coffee is confirmed for 9-9:30 am on 11/15.
 - Will send notification at beginning of November.
 - Taylor to take the initiative on a spin-off of Coffee & Colleagues: Cocktails & Colleagues. Taylor suggested that College could purchase the appetizers for the event.
- Desserts in December (2 minutes)
 - Melissa looking at December 18 from 1-2:30 pm. Liked the Chem-Phys space from last year.
- 5. **Staff Response Review and Update (10 minutes)**—Tabling for November.
 - Provide your responses and continue to reach out. Will have ready to go by Council meeting with Dean.
- 6. **Website Form (1 minute)**
 - Dean does not want a form in any capacity.
- 7. **FY 24 Budget (2 minutes)**

- Under general files. Staff Council budget page. Good to keep updated.
- Taylor to add total to Halloween line.
- Can talk more in Spring.