

A&S Staff Council Meeting

March 7th, 2024 245 Patterson Office Tower @ 11 AM

- 1. Welcome/Introductions/Review of previous month's minutes (2 minutes)**
 - Attendance: Joe Wiley (Chair), Kristina Morgan (Vice-Chair), Katia Davis (Recording Scribe), Phil Mink, Colleen Knight, Taylor Kincaid, Spencer Krenke, Zack Alexander, Teresa Smith.
 - Discussion of past month's minutes. Taylor: motioned to approve February minutes, Spencer seconded. All in favor.

- 2. Discussion with Christia Brown about staff survey (15-20 minutes)**
 - Reviewed powerpoint slides for the staff survey.
 - Colleen asked if we (the College) is going in the right directions with "confidence in leadership"?
 - Christia said that data is up 7% (more favorable) than in 2021 for A&S, according to the university-wide survey.
 - Christia noted that staff events were a positive thing reflected in the College staff survey.
 - Spencer asked if there's a correlation between feeling respected and liking working in a department/unit.
 - Christia said she could pull the data for us. Let her know what we think is important and she can generate it. Will follow-up with Joe.
 - Political orientation discrimination was significant in the survey. Will need to monitor this over the coming months.
 - Taylor asked about how to navigate these things?

- Christia noted that we have to protect free speech (1st amendment) so it can be hard. There's not a great answer. Have to just avoid the space. UKPD cannot do anything unless someone is breaking rules.
 - I.e. can't have amplified sound.
- Take-aways: red tape and procedures that change every year are a problem.
 - Big thing is professional development opportunities.
 - Trainings and certifications (specifically free).
 - Open support for staff moving positions.
 - Taylor suggested more transparency with open internal positions.

Maybe added to newsletter.
 - Info for staff.
 - Opportunities for cross-training and job shadowing.

3. Proposals for Professional Development – Top ideas discussion (10 minutes)

- Top three ranked ideas:
 - 1. Outside speakers for all. Looping internal speakers in with this as well.
 - 2. Cross-training.
 - Certifications (free or low cost). Teresa said that certifications may allow staff to get merit increases. Will impact PE.
 - Spencer: Certifications make sense but may be costly. Said that while we are building up ideas and resources, we could increase visibility of UK certifications in the meantime. Spencer said that cross-training may be hard. Would like to have a better idea of how to do this. Could focus productively and cost-effectively on external and internal speakers.
 - Teresa said that we could use Christia to develop certifications. Could start by looking at what we need in our organization.

- Joe: Big thing from a professional development standpoint is that we don't have to do a certain number of professional development hours. Could have a follow-up meeting with the Dean and ask her vision for these.
- Katia mentioned that while we are not taking on all of the opportunities listed, if someone in the group wants to pursue things individually, like a book club or going to health and safety trainings, then they can have the council push info out. Katia also would like to create an A&S resource page before term ends so that staff can have a place to go for information.
- Joe to talk to Adrienne about setting up a meeting with the Dean.

4. Staff Response Review, Lists Update (5 minutes)

- Joe needs to update the staff page.
- Tabling until May.

5. Committees update (15 minutes)

- March Madness Event – March 14th JSB Atrium (3 minutes)
 - Joe will put the RSVP list on Teams for the event next week.
 - Joe, Spencer, Phil, and Zack met to discuss event specifics. Katia to bring mini basketball game.
 - Set-up 11-12. Pizza delivered at 12. Games start at 12:45.
 - Not turning on basketball games this year. TV in atrium has some lights out.
- OSA – Friday April 12th (15 minutes)
 - Will compile swag bags Wednesday prior to event.
 - Continue reaching out about door prizes.
 - Add name of business to spreadsheet before you reach out. Taylor reaching out to Andy's.

- Try to finish getting a lot of the donations by the end of March so that the companies can be included on the program.
- Videos are being filmed today.
- Will have a follow-up meeting in a few weeks.
- If you have thoughts on games, let Spencer know.

6. UK Baseball Game – Friday April 19th (2 minutes)

- No updates.

7. FY 24 Budget (2 minutes)

- Decent shape. Considering moving around budget next year to have better catering.
- Joe will ask for more money next year.