

Staff Advisory Council – General Council Meeting 10.26.18 - Dialogue Information:

Groups	Joys	Challenges/Opportunities	Meaning of Being on Council	Next Steps
C	<ul style="list-style-type: none"> • Student Interactions • Access to higher education (2) • Access to free or reduced programming • Appreciated by supervisors/coworkers • Flexibility w/ schedule & time off (2) • Veale fieldhouse / swimming 	<p>Challenges:</p> <ul style="list-style-type: none"> • Financial limitations of degree seeking (2) • Staff not as recognized as faculty (2) • Collaborations across campus departments (distance / meeting) • Parking (waitlist length, inability to move locations, cost, cost break for staff) <p>Opportunities:</p> <ul style="list-style-type: none"> • Ability to leverage expenses • Health & wellness programs • Professional development opportunities • Resources for various social programs 	<ul style="list-style-type: none"> • Make positive changes for all staff across campus (2) • Having a group to think about change • Group of people who care / are dedicated to making the change happen • Information provided to non-council staff members = better communication of events, benefits info, etc. • Good place to meet and collaborate with different departments/schools (2) 	<ul style="list-style-type: none"> • Identify major challenges on campus we as staff can impact • Continue to grow communications w/ non-council staff members • Get constituents more involved (i.e. feedback, participation, in events, planning) • Seek out opportunities that will be of interest to our constituents • Find a way to reach ALL staff members (some staff do not have computer access to view the Daily) (2) • Continue to engage elected council officials/members • Working for senior leadership to take us and our concerns more seriously (2)
W	<ul style="list-style-type: none"> • People (2) • Perks: Time Off, Education • Environment/Location (2) • Meaningful Work • Student Growth • Faculty/Staff Relationship 	<p>Challenges:</p> <ul style="list-style-type: none"> • Inconsistent experiences for Faculty/Staff/Students • Policies no applied consistently • Supervisor can make/break experience • Parking • Compensation (3) • Diversity • Employee Onboarding <p>Opportunities:</p> <ul style="list-style-type: none"> • Diversity • Ombudsperson (2) • Improve communication about employee resource (i.e. mediation) 	<ul style="list-style-type: none"> • Being informed (2) • Make change • Meaningful contribution • Giving back • Networking/connections • Inform constituents • Breakdown silos (2) • communication 	<ul style="list-style-type: none"> • Representative Body • Forum • Direct communication – survey • Identify best practices of successful depts. • Find leadership advocate for SAC • Direct line to Pres/Provost (3)
R	<ul style="list-style-type: none"> • Relationships • Feels like home 	<ul style="list-style-type: none"> • Diversity • Collaboration 	<ul style="list-style-type: none"> • Help others • Build bridges (2) 	<ul style="list-style-type: none"> • Nurturing / SAC – faculty senate

	<ul style="list-style-type: none"> Satisfaction in support 	<ul style="list-style-type: none"> Retention Pay (3) Communication Transparency Thoughtfulness progression 	<ul style="list-style-type: none"> Bring info to council from depts. Enact positive change Working on access to decision makers Team building Anyone can be part of SAC Opportunity to influence communication 	<ul style="list-style-type: none"> Improve relationships with higher administration (3) Seek broader staff Higher level admin More elevation / respect for SAC (2) More ability to influence decisions Seat at table – can SAC be heard / credentials perceived as lacking
U	<ul style="list-style-type: none"> People SAC Learning Environment / Training Supportive Diversity – Inclusion Students 	<p>Challenges:</p> <ul style="list-style-type: none"> Communication Job mobility/promotions process (3) Lack of transparency (2) Safety Salary / compensation (2) <p>Opportunities:</p> <ul style="list-style-type: none"> Review process Student experience Lack of transparency (2) Safety Salary / Compensation (2) Communication Job mobility, promotion process (3) Case for Community Day 	<ul style="list-style-type: none"> Collaboration Connect with each other – networking Give back – be part of making change (positive) Create resolutions / give a voice for chance Raise awareness (2) Celebrate (history/change) 	<ul style="list-style-type: none"> Case for Community Day – revisit / bring back (2) Listen / be a voice Define SAC Goals / Mission / Marketing [Township halls for SAC?] Talk about what we are doing Learn/grow communications to leadership (3) Identify opportunities for change – create focus / share with faculty and students Connect with constituents – suggestion box? 30th Anniversary

Themes:

Joy	Challenge/Opportunities	On SAC	Next Steps
<ul style="list-style-type: none"> People / Relationships Learning Environment Flexibility Training 	<ul style="list-style-type: none"> Faculty / Staff Divide Policy inconsistencies Communication / Transparency Salary/Compensation / Job mobility Benefits / Parking 	<ul style="list-style-type: none"> Collaboration / Networking Make change Communication / Raise Awareness Giving Back / Help Others 	<ul style="list-style-type: none"> Connect with Constituents Engage SAC members Define SAC mission, goals, challenges to impact Identify opportunities for change Find ways for SAC to be heard / Seat at table / Connect to leadership