<table>
<thead>
<tr>
<th>Groups</th>
<th>Joys</th>
<th>Challenges/Opportunities</th>
<th>Meaning of Being on Council</th>
<th>Next Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>C</td>
<td>• Student Interactions • Access to higher education (2) • Access to free or reduced programming • Appreciated by supervisors/coworkers • Flexibility w/ schedule &amp; time off (2) • Veale fieldhouse / swimming</td>
<td>Challenges: • 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)</td>
<td>• 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)</td>
<td>• 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)</td>
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<td>W</td>
<td>• People (2) • Perks: Time Off, Education • Environment/Location (2) • Meaningful Work • Student Growth • Faculty/Staff Relationship</td>
<td>Challenges: • Inconsistent experiences for Faculty/Staff/Students • Policies no applied consistently • Supervisor can make/break experience • Parking • Compensation (3) • Diversity • Employee Onboarding Opportunities: • Diversity • Ombudsperson (2) • Improve communication about employee resource (i.e. mediation)</td>
<td>• Being informed (2) • Make change • Meaningful contribution • Giving back • Networking/connections • Inform constituents • Breakdown silos (2) • communication</td>
<td>• Representative Body • Forum • Direct communication – survey • Identify best practices of successful depts. • Find leadership advocate for SAC • Direct line to Pres/Provost (3)</td>
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<td>R</td>
<td>• Relationships • Feels like home</td>
<td>• Diversity • Collaboration</td>
<td>• Help others • Build bridges (2)</td>
<td>• Nurturing / SAC – faculty senate</td>
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<td>Satisfaction in support</td>
<td>Retention</td>
<td>Bring info to council from depts.</td>
<td>Improvement relationships with higher administration (3)</td>
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<td>Pay (3)</td>
<td>Communication</td>
<td>Enact positive change</td>
<td>Seek broader staff</td>
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<tr>
<td>Transparency</td>
<td>Transience</td>
<td>Working on access to decision makers</td>
<td>Higher level admin</td>
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<td>Thoughtfulness</td>
<td>Team building</td>
<td>Team building</td>
<td>More elevation / respect for SAC (2)</td>
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<td>progression</td>
<td>Anyone can be part of SAC</td>
<td>Opportunity to influence communication</td>
<td>More ability to influence decisions</td>
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**Challenges:**
- Communication
- Job mobility/promotions process (3)
- Lack of transparency (2)
- Safety
- Salary / compensation (2)

**Opportunities:**
- Review process
- Student experience
- Lack of transparency (2)
- Safety
- Salary / Compensation (2)
- Communication
- Job mobility, promotion process (3)
- Case for Community Day

**U**
- People
- SAC
- Learning Environment / Training
- Supportive
- Diversity – Inclusion
- Students

**Themes:**
- Joy
  - People / Relationships
  - Learning Environment
  - Flexibility
  - Training
- Challenge/Opportunities
  - Faculty / Staff Divide
  - Policy inconsistencies
  - Communication / Transparency
  - Salary/Compensation / Job mobility
  - Benefits / Parking
- On SAC
  - Collaboration / Networking
  - Make change
  - Communication / Raise Awareness
  - Giving Back / Help Others
- Next Steps
  - 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