

Meeting Notes

Staff Advisory Council General Council Meeting
Thursday, December 5, 2019 10-11:30am, Toepfer Rom, Adelbert Hall

I. Welcome

II. Approval of Minutes: October 25, 2019 General Council Meeting *Reminder-Photo Session throughout meeting*

Chair asked for a motion to approve the minutes.

Daniel Nemeth Neumann - motion to approve. Paul Keeley – second the motion.

III. Community Service- Presentation and photo with West Side Catholic Center-recipient of Basket Raffle proceeds.

Theresa Grigger reported that the basket raffle raised \$5,985. SAC donated \$15 to make it an even \$5000. There was also a chocolate sale at the benefits and they contributed the amount raised to the cause - \$ 695.26 was added to the donation. West Side Catholic Center are receiving a total of \$5,695. A winners list was sent out to SAC reps to be sent out to your constituents.

Michael Bernot, Director of Advancement from the West Side Catholic Center, was present to accept the check.

Mr. Bernot stated that West Side Catholic Center was established in 1977 in Ohio City, every little bit helps with our programs. They serve 7500 unique individuals every year, hot food, food distributions, obtaining IDs, birth certificates etc. They are unique in that they employ a nutritionist to make sure we are conscious of healthy food choices. He spoke about a number of their programs:

- Family engagement program, work with them to obtain resources – schools, school supplies, family resilience.
- Housing program helping with rent subsidy.
- Workforce development program. In July of this year they opened Ohio City Pizzeria to become a feeder for the workforce development program, west 33rd and Lorain – more than just pizza it is pizza for good! Open 6 days a week.

They have 250 regular volunteers each month and Mr. Bernot extended an invitation to us all to come down.

Mr. Bernot thanked CWRU and SAC

IV. Provost Ben Vinson III- Updates on launch of Think Big/Pathway 4 and Leadership Roundtables, developing campus leadership and the role of SAC

Provost Vinson came to speak to the council in relation to one aspect of our strategic plan, launched a little over week ago. Pathway 4 spotlights a number of things on us internally. Thinking about leadership in all of its manifestations. How can we foster leadership? We are in desperate need of an encompassing cocoon of leadership from all of us inside our institution. Faculty, staff, students are all creators of this cocoon of leadership.

We engaged you in an exercise that might be useful as we disseminate the spirit of leadership at this institution.

How can we make leadership thrive at CWRU? Provost Vinson shared the following ideas:

First – being a perpetual student. At a university we have access to broad levels of inquiry that spans all levels of discipline and we are a melting pot of learning. Because of this incredible environment, universities are different than other organizations. We need to realize how the student mindset lives within each of us. Constantly learning, striving to get better over time. It means embracing another fact about us as human beings. We are wired to have multiple sites of learning. No single intelligence governs us. We have the ability to think through contradictions and learn from multiple perspectives at the same time. This is what is exciting about education, undergraduates in particular.

These various layers of interaction can inspire us and make us better. Do you see multiple sites of learning in your area of work at this university? If not, why? What can we do about it? What can we do to inspire the student mindset – what would that look like in action.

Second – not unique to institutes of higher learning – to unleash a leadership mindset – one has to remember to bring to work an institutional mindset. Sometimes things happen that can annoy or frustrate us. Sometimes these feelings rub off from us to others so we pass it on. But in remembering that we are institutional actors, a lot of what is happening is not personal, it is happening at a broader institutional level. What is happening in the organization that causes these behaviors? What can we do to make the institution more human focused? Resilient leaders don't just bounce back from challenges they bounce forward. They lean in, reflect, listen, get feedback. What can this look like for you, for our peers?

Third – Amit Mrig of Academic Impressions. Most of our days are spent doing, running from meeting to meeting, at the end of the day not sure what we have accomplished. We need to take some time to reflect – in Higher Education we need to make decisions in the now, in the moment. We need to be vigilant about looking at what is next so we can see the future as clearly as we can. We need to be able to take some calculated risks. Encourage each other to be innovative. What might anticipatory thinking do for you? How can you make it work in your environment? What would unleash you to try and to get others to try with you?

Provost Vinson recommended a book, called Multipliers by Liz Wisemen, on how to develop leaders.

Feedback from SAC Group:

- Make sure we are developing leaders to be secure so that we can foster leadership in those below them.
- Time – all of these need time and we need to be allowed to time to do it.

V. Human Resources – Carlier report-back on tuition reimbursement increase, 3rd party vendor for staff climate survey

VI. Reports of Standing Committees

Communications
Community Service

Shannon Swiatowski, Bob Slovenec
Theresa Grigger, Laura Huffman

Elections
Fringe Benefits
Staff Policy
Staff Recognition
Staff Training and Development

Karyn Newton, Jim Prince
Bob Lanese, Chris Littman
Jim Nauer
Jean Seneff
Melissa Van

VII. Reports of Ad-Hoc Committees and Liaisons to University Committees

Faculty Senate Meeting
Sustainability Initiatives
Fringe Benefits
Diversity Leadership Council
Parking Advisory

Carlier Myers
Gabrielle Meester
Barbara Juknialis
Dawn Ellis
Paul Keeley, Carlier Myers

VIII. Old Business

IX. New Business

X. Adjournment

Upcoming Meeting:

Steering Committee- Jan 30, 2020, 1-2:30pm Adelbert M2

General Council- Feb 6, 2020, 10-11:30am, Toepfer Room