

MINUTES

Staff Advisory Council General Council Meeting
Friday, December 10, 2021, 1:00 – 2:30pm
via Zoom

Welcome.

Introduction of guest speaker Holly Jackson of Walls of Love by Theresa Grigger

Walls of Love is a non-profit organization that provides non-perishable items on walls in the local communities with an all-volunteer staff. The SAC Community Service Committee has partnered with Walls of Love for the next project on February 14, 2022. The aim is to provide hats, gloves, and socks on the fence at 105th Street and Cedar Road. Donations for the project to begin on January 7th through February 7th. Participants should visit the website to donate.

The Community Service Committee hopes to raise \$5,000 for this project and will partner with student groups on campus. Volunteers are needed to hang bags.

Approval of Minutes from October 21, 2021, Meeting

SOM Dean & SOM SAC Meeting Report – Kathy Miller

- Dean of School of Medicine met with SAC representatives. The concerns presented with practical solutions were:
 - Hybrid work
 - Rem Training and Development
 - Compensation
 - Lack of Transparency
- Both parties agreed to quarterly meetings for updates and discussion of pertinent issues. The aim is to establish a better relationship more accessibility with staff.
- Discussed possibility of Climate Survey to measure the pulse of staff within the SOM.
- Dean vetting ideas with leadership within SOM

Reports of Standing Committees

Communications (Shannon Swiatkowski)

- Kaitlyn Lioni leaving the University. Tatiana Riddel
- The Committee will be sharing Staff Advisory Council updates with you periodically to keep members informed about new initiatives, opportunities to provide feedback and resources available to staff.

Community Service (Theresa Grigger) - See committee report.

Elections (Karyn Newton, Jim Prince)

- Working on vacancies
- Jim will provide an updated list to send emails.

Fringe Benefits

- No Report

Staff Policy (Jim Nauer) – See committee report

- Discussion of hybrid work policy
 - Policy does not match University pre-COVID policy
 - Remote work more than 2 days a week needs clarification.
 - Discussion:
 - General lack of accountability to SAC
 - President Kaler willing to improve relationship with SAC and staff in general.
 - President Kaler committed to climate survey to include staff
 - Survey may not be the best way to determine priorities
 - No follow up (exit interview) with staff as to why they are leaving
 - Suggestion: SAC leadership put together a list of priorities to present to administration
 - Develop ad Hoc committee to develop it

Staff Recognition (Elise Geither, Paul Keeley)

- In discussion with HR about new award.
- Working with Think Box
 - Considering Traveling Award to be awarded quarterly.

Staff Development and Training (Elizabeth Miller and Andrea Hess) – See Committee Report

- Meetings will be held on the 2nd Monday of the month at 3:00 pm

Reports of Ad-Hoc Committees and Liaisons to the University Committees

Faculty Senate Meeting (Dawn Ellis)

- Highlights presented by Peter Schulling
 - Senate approved general education for undergraduates effective fall 2023. More information to come later in the spring 2022 semester.
 - Finances/Salary
 - Compensation in the bottom 10% in comparison to peer groups
 - UG enrollment increased by 9 %
 - Increase recruitment efforts for faculty
 - Incentives for early faculty retirement

Sustainability Initiatives - No report.

Fringe Benefits (Crystal Sabol) – No Report.

- Crystal Sabol has accepted the role of committee chair

Diversity Leadership Council (Dedra Hanna Adams) – See Committee Report

Parking Advisory (Paul Keeley, Jeffrey Daberko)

- Annual increase in parking fees suspended
- Hybrid work arrangements may present for new year
- Possible shared parking passes to come

SAC Priorities (ad-hoc), (Crystal Sabol) – No Report

Old Business

- Comments on Hybrid Work Program
 - Positive comments
 - Supervisors are cooperative and following directive
 - Staff not participating in hybrid schedule are amenable to flex days

New Business

- Monitoring turnaround for approval from HR on hybrid requests
- New compliance module coming out in January – “Conflict of Interest”
 - Module available beginning January 6th through March 31st.

Adjournment at 2:23