

College of A&S Staff Council Meeting

March 11, 2015 Minutes

In attendance: Alecia Kimbrough, Alycia Libolt, Beth Whitaker Jared Mills, Lori Byrne, Patricia Fleek, Shea Svoboda, JaMel Ways
Guests: Dean Francisco and Brenda Ensor

Agenda Items:

Continuing discussion with Dean Francisco on diversity:

“Homework question” - **What should the College of Arts and Science do to demonstrate to YOU that it gets diversity?**

- College of Arts and Arts is in an unique position because of its size – trend setter, leader
- Ideas for determining needs and ways to be more inclusive were discussed

Other topics:

What can the College do to engage you more with your family?

What should the College do for single parents, dual-career parents?

What has helped you survive?

Discussion Summary

1. **Community** – Come together; family-oriented environment.
2. **Be innovating**
3. **Must be continuous**
4. **Activities that can bring everyone together** (hands on)
5. **Networks and support groups for staff** (Chairs and directors must know the importance of these groups.)
6. **Team Building** – Baldrige
7. **Understand people better**

See document Staff Council Meeting Minutes - March 11, 2015.docx for more details

Staff development funding program proposals – Review request

Please send your feedback on the three grand proposals to the rest of the CAS SC by email ASAP (as of March 13 –Lori, Jamie, JaMel, Jared and Beth have stated their decision for approval of all three)

Tabled until next meeting:

Weight Watchers at Work Discussion
Committee Updates
Newsletter Updates

Upcoming Events:

Spark **March 25** at noon in City Campus REC Fitness Room Total Body Tone with Shelly Sorensen
Spark April - TBA
Spark **May 5** Communications: Nonverbal Cues with Dr. Charles Braithwaite

Announcements, Reminders & FYI's:

Meeting times are the second Wednesday of each month from 2 – 3pm.

Upcoming Meetings:

April 8, 2015 – Jorgensen Hall Room 207

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What can the College do for you?

What if the College gets it, but the University does not?

Joe struggled with this, but he does not want what is implemented to be top down, as it can then become reactive.

- The people are not talked to that are impacted.

- This is about people in our own community.

- The challenge is that we are also working in a university setting.

 - We are the largest college, so we can provide leadership. We can inform others what we are doing.

Innovative ideas that can be done for staff:

- Baldrige: mind-mapping exercises for representatives from all groups

- Pass it On card game: pair off in groups of 3-6 with dialogue cards

- All Hands meeting in IANR for faculty and staff

- Encourage groups from all areas of the College to get together

- Ombudsperson

 - See something in their department, they can turn to this person. Staff may not want to go to their chair.

 - Staff do not have tenure, so they are more careful with voicing their thoughts.

 - Ombudsperson is someone who understands and will provide a response.

 - Moves it out of the department level to the college level

 - A tip line does not always meet the need of the person. It is more campus wide.

- Need to bring in small departments more into the community

What can the College do to engage you more with your family?

- shadow parent(s)

What should the College do for single parents, dual-career parents?

- HR has a flex time policy

-Support groups for families who have a member with a serious illness or other family situation. This can be a recruiting tool.

-Covering the office, especially over the lunch hour. Let chairs know that Joe supports this.

-Set up a network

-Who would cover who?

-Most units at risk are in Oldfather Hall.

-Student workers help other units, if the chair allows.

-Need to have something formalized with the chairs. The Dean's Office can work on this.

-Can't do anything to help lab workers. Each lab does different research, so if someone is gone then someone else within the department who is familiar with the research must pick up the slack. This is still about covering each other, however.

-Teaching labs can effect hundreds of students. It is tough if the staff responsible in the lab has an emergency. If lab is not running, higher levels in the University will hear about it.

-Cross training

-Staff may feel a job security issue if others are trained as a backup for their position.

-Many jobs are specialized.

Joe sees the Staff Council as survivors. Their experiences and knowledge have helped them survive.

What has helped you survive?

-Being a team player when you need things to get done.

-Be understanding of others. They may have things going on.

-Being encouraged by others

-People have your back

-Don't let others keep you down.

-Roll with the waves of the day. Move in steps. Don't try to get to the end in one giant step.

-Pick your battles

-If you have no control over something, make the best of the situation.

-Used networks (web support group, BSG, lab managers support group, and IT group). **We need communication between the networks.**

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Joe will incorporate what was discussed into the grand plan of diversity and inclusion.

The next staff meeting is April 8 at 2:00. Alecia will lay out the blueprint.