

Staff Council Beta
Meeting Agenda and Minutes
April 17, 2024

Agenda

1. Discussion with Christen Cole, AVP for Human Resources
 - a. **Christen shared that she likes the idea of having somewhere to find out what is going on with staff - doesn't want the loudest person to be the only one she hears**
 - b. **HR is not here to throw things out that *they* think we need, but to understand from us what we need and keep their "finger on the pulse" in how they can support staff**
 - c. **Employee engagement surveys and other methods of employee engagement are really important to her**
 - i. **Communication about what we can address and how, what is actionable, timeline of implementation**
 - ii. **Finding out what kinds of engagement surveys we have done, and what HR needs to know moving forward**
 - d. **We started some initial conversations about onboarding, because that is something HR is thinking about right now**
 - i. **A solid onboarding experience is key for staff retention**
 - e. **We also started touching on some of the other common concerns we've heard from staff - lack of professional development/career advancement pathways, lack of supervisor training, inconsistent performance review process, lack of merit raises**
2. If time, discussion of slides for the April 18 All-Staff Meeting
3. Updates for the group
4. **We discussed reaching out to individuals or other groups we are part of to build interest in joining the Staff Council next year**
 - a. **Potentially reaching out to affinity groups too**

5. **Size of the Council - probably don't want anything too big so people feel that they have a clear role**
 - a. **However, we don't want people to feel overwhelmed with the work either - subcommittees may be where most of the work happens so we would need a group size big enough to populate those**
 - b. **15-20 people is likely ideal**
6. **We may have to start prepping for an October All-Staff Meeting**
 - a. **Right now they are held the same day as faculty meetings; holding them on the same day as Academic Leadership is another idea**
 - b. **Some ideas that have been raised for All-Staff Meeting agendas:**
 - i. **10-minute, semi-structured presentations from different offices on what they do, what are they currently working on**
 1. **How does all of our work connect?**
 2. **How can we reach out to each area?**
 - ii. **Standing agenda items to introduce new staff, announce staff accomplishments**
 - iii. **Use the time to gather input from full staff that divisions/areas might want**
 - c. **Maybe the Oct All-Staff could be an "agenda ideas" meeting**
7. **We need to pin down PLT on some of our questions and processes for how the relationship with the Staff Council will work, before we get into some of the details and ideas we raised above**