

**Staff Governance Council  
Meeting Agenda and Minutes  
November 29, 2023**

**Agenda**

1. Updates for the group
2. Discuss Kelsey's meeting with Jo Beld
  - a. **Timeline for "full" staff governance – as in, changing college bylaws – is probably at least a year or two; what are the intermediate steps we can work on now?**
    - i. **Question for PLT: What are the main concerns about establishing a staff senate, from a legal standpoint?**
      1. Using the word "governance" seems to be a hangup
  - b. **UMN governance structures are very complex, but seem to include staff. Check out their bylaws to see if staff are mentioned there.**
  - c. **New AVP of HR needs to be hired (according to Jo) before we can move some of this forward.**
    - i. **Question: Where are the boundaries between HR and staff governance?**
  - d. **Next steps: meet with Susan again in January?**
    - i. **Identify specific concerns that PLT has**
    - ii. **Identify specific things we want to ask for now (things that can be changed more quickly)**
      1. **Staff rep at BOR meetings. Faculty and student reps are observers w/out voting power, so this wouldn't necessarily require any bylaw changes.**
      2. **Staff rep at PLT? (There is no precedent with students or faculty)**
      3. **Staff reps at faculty/student senate meetings**
      4. **Put a staff group in charge of planning all staff meetings**

- a. **Take responsibility off the PLT; they can tell us anything that needs to be communicated (United Way) and we can figure out how.**
    - b. **Spotlighting staff departments/projects – keep it to high points, 10 minutes. And focused on how this information is applicable to staff, rather than just info sharing.**
    - c. **When staff conversations happen at staff meetings, ensuring there are feedback mechanisms to PLT and an explanation of how they've used that input.**
    - d. **When staff go to meetings, want them to leave feeling like their voices were heard and mattered**
  5. **Explain why this is necessary: Ensure that staff feel like they have a voice, stay engaged in the college (which improves morale, trust, and retention). Also provides a way for leadership to reach out and get staff perspectives, start conversations, etc. when problems arise.**
  6. **Staff survey – looking at existing data and DOING something with it. (And using it to make a case for why we need staff governance)**
  7. **Ask for ongoing conversations with PLT to keep this work going. We need somebody beyond JUST the new AVP of HR, considering their workload, onboarding, etc.**
  8. **Can we communicate this work to the rest of the staff? When and how?**
  9. **Give Susan an agenda ahead of time - provide it when we request a meeting - with our key talking points and questions so that she can be prepared to address them.**
    - a. **3-4 asks, and she can tell us specifically what can happen right away, what will need more time/conversations, etc.**
3. **Other campus connections to pursue:**

- a. Strategic Planning - Thriving Innovation Team, others
- b. Faculty/Staff Well-Being Committee
- c. Faculty Governance Committee