

# A&S Staff Council Meeting

May 9th, 2024 245 Patterson Office Tower @ 11 AM

1. **Welcome/Introductions/Review of previous month's minutes (2 minutes)**
  - Present: Joseph Wiley (Chair), Kristina Morgan (Vice-Chair), Katia Davis (Recording Scribe), Taylor Kincaid, Phil Mink, Melissa Cowan, Spencer Krenke, Melanie Esterline, Zackary Alexander, Colleen Knight, Teresa Smith, Miguel Prieto-Valle
  - Taylor motioned to approve the minutes, Kristina seconded. All in favor.
2. **New Member Process (2 minutes)**
  - Ongoing. Voting open through May 17. Had five applicants. Need a minimum of seven members on the council.
  - No or low bi-weekly membership on the next council. (Katia confirmed that there is one bi-weekly person who applied to be on the council).
3. **Officer Nominations and Elections (20 minutes)**
  - Role to begin July 1.
  - **Chair nominations:** Spencer and Zack nominated. (Some members not present at beginning of voting process, but arrived in time to vote for other roles).
    - Spencer: 8 (will be Chair on July 1)
    - Zack: 1
  - **Vice-Chair nominations:** Zack, Joe, and Phil.
    - Zack: 6 (will be Vice-Chair on July 1)
    - Joe: 4
    - Phil: 1
  - **Recording Scribe nominations:** Joe and Phil.
    - Joe: 10 (will be Recording Scribe on July 1)
    - Phil: 1

#### **4. Discussion of Staff Survey (5-8 minutes)**

- Recap of meeting. Hoping to do the survey about every other year.
- Christia mentioned certifications. Survey was mostly completed by central unit and DMs. Christia was willing to have more discussions with the council about what we can do to aid in staff review.
- Having a few opportunities for professional development will aid in staff performance and happiness.

#### **5. Proposals for Professional Development-Top ideas discussion (5-8 minutes)**

- Top ideas: Speakers, certifications, and cross-training. Taylor liked certifications and idea of developing something online. Likes events that have the opportunity for many people to attend. Group events are cost and time effective. Good introductory way, will determine turnout of other events.
- Mel: Should have a business center certification. There's some cross-over between BC and DMs.
- Spencer said that we should also take advantage of existing opportunities for certifications in HR. Self-guided options. See if SC can pay for certifications.
- Kristina likes one day events, but it would depend on cost and attendance.
- Taylor liked the Gallup training offered a few years ago.
- Timing: Miguel suggested weeks 2-5 of the AY. Taylor suggested September.
- Spencer suggested having two offerings of certain events opposed to one long day.
- Taylor said to have timing options that are better for particular units.
- Joe said that it would help to have SC email added to other internal unit listservs. Teresa said this would not be feasible. Colleen and Teresa are happy to update the council on college happenings.
- Speakers: What topics would you like to see?
  - Spencer suggested unit and college leadership. Decision-making.

- Taylor: Conflict management. Diversity, inclusion, and intersectionality.
- Melissa: Speakers who talk about motivation, resilience, and emotional intelligence.
- Kristina suggested speakers in KY leadership as external option.
- Miguel said to consider target populations, would events be only for some people?  
Taylor said that the events would be for all.
- Miguel said that advising had three concurrent sessions: Anagram-personality archetypes. Utilizing student groups. Could have people in the college do that.
- Colleen suggested to start a Google Doc for brainstorming ideas. Speakers could create a lot of fees. Should utilize the alumni. Does philanthropy have a list of authors?
- Katia mentioned that the next council will be mostly salaried employees so there will have to be some consideration of hourly employee needs when it comes to professional development. Needs can vary depending on the position type.

**6. Staff Response Review (2 minutes)**

- Send another email to your representees. Ask for their thoughts about the last FY. Keep the conversation going. Let them know about new members and that they will have someone else come July.

**7. All College Meeting Discussion (7 minutes)**

- Meeting felt more targeted toward the faculty. Could have been an email. Some topics could have been covered more and some less.
- Spencer suggested a middle of the semester all college meeting opposed to end of the year.
- Not sure what to expect from the meeting. Should have had a Zoom offering.
- Colleen said the timing of the meeting was rough. It conflicted with the Senate meeting.
- Teresa said that it is mandated that the Dean have a College meeting.
- Joe to ask the Dean about meeting in June. Joe will let us know if we can get a meeting.  
Colleen suggested a Wednesday.

## **8. Committees Update (11 minutes)**

### **• OSA Review (5-10 minutes)**

- Everyone seemed to enjoy. Food was better this year.
- Zack said that the games could have been better marked. Maybe have a big sign next year.
- Feedback on nominations: Include a word limit. Content is important. Suggested to read all of the nominations and then have people come up.
- Timing of the event was good. Moving back to May. Should avoid Mondays and Fridays.

### **• May Coffee & Colleagues Review (1 minute)**

- Valued time.
- Spencer said to avoid having after OSA.
- Joe said it isn't a big expense.
- Taylor suggested having some pastries.

## **9. FY 24 Budget (1 minute)**

- Budget is good.