

A&S Staff Council Meeting

June 13th, 2024 202 Patterson Office Tower @ 11 AM

- 1. Welcome/Introductions/Review of previous month's minutes (2 minutes)**
 - Attendance: Joseph Wiley (Chair), Kristina Morgan (Vice-Chair), Katia Davis (Recording Scribe), Phil Mink, Zackary Alexander, Melanie Esterline, Melissa Cowan, Teresa Smith, Spencer Krenke.
 - Absent: Colleen Knight, Miguel Prieto-Valle, Taylor Kincaid
- 2. Discussion with the Dean (40 minutes)**
 - Dean asked about the internal speakers/alum.
 - Spencer: faculty or alumni speakers. Alumni might not charge as much, would give them the opportunity to give back to A&S.
 - Teresa said we are trying to identify appropriate professional development faculty. Could get Laura's team involved for the alum.
 - Dean Franco-Watkins said the College is trying to bring alum back for things like student panels. Recruit across disciplines.
 - Joe thinks attendance would inspire alum to come. Could have speakers, panels, etc.
 - Dean said Mark Pope might be hard to get, but he is an alum.
 - Spencer asked about additional funding. Dean said funds could be allocated per proposal. Couldn't have a million-dollar budget.
 - Dean suggested we could do workshops, speakers.
 - Several council members were interested in offering more things like the Gallup Strengths Finder session HR presented a few years ago.
 - Could offer certificates that College helps provide or funds.
 - Maybe implement our own. Christia could provide DEI A&S certification.

- Could use the certificates to supplement performance evals. Could have certifications in decision support, conflict management, etc. Could take a series (3 sessions) and get badging. Would enrich resume.
- Joe said that these are something that could be verified.
- Dean said the College could always supplement a few people. Multi-pronged approach.
 - Brainstorm possibilities, logistics. What can we do over next year or in 5 years. Council should create a strategic plan. Should be an equitable system, everyone may not participate all at the same time.
 - Gap for staff that needs addressed. Want a toolbox, staff can customize to their interests and ability to partake. Still a lot in common despite unique roles. Address commonalities.
 - There are a lot of opportunities to overlap. Mentoring—program to apply. Coffee with mentor. People in different career stages. Talk once a week, meet once a month.
 - Pre-defined specifications. Set minimum, could do more.
 - Circle or peer mentoring.
 - Coaching. Could make you more accountable. Could provide tools. Valuable, should be doing. Brainstorm what it would look like. Could do a survey of the staff (time commitment, examples of engagement). Would they want to do it?
- All-College meeting discussion.
 - Dean said that the College is going to start having the meeting in September and January. Timing wasn't great for May.
 - Dean invited staff; meeting used to only be for faculty.

- Will a Zoom option be available? No, will have more meetings opposed to Zoom. The meetings are meant to bring people together and building an in-person community is more important.
- Dean said if we need an only staff meeting, could have Zoom. Let the Dean know if you have any staff specific meetings you'd prefer.
- Melissa appreciates the inclusivity under new leadership.
- Spencer: College-broad topics felt more geared to faculty. Could have staff and faculty points regarding topics.
 - Dean said some things are more workshop oriented. If there's an opportunity to want to understand things deeper, we can have a subset.
 - Melissa said that even faculty often don't have a clear understanding.
- Spencer asked what the goal is of changing the all-College meeting date.
 - Dean: State of the College. General, highlights, not specific. People want to know what's going on.
- Joe asked the Dean about how shared governance is going to affect staff.
 - Dean: Going to be a President's Council of 12 people (4 faculty, 4 staff, 4 students).
 - Spoke to students. They felt very disrespected and not heard. Voices aren't amplified to the same degree under current model.
 - Kristina asked how this will affect us as staff individually.
 - Dean said participating in the Staff Senate will be more important. The day to day will not change. Probably will not feel a lot of the affects. The College's goal is to always be financially stable so it doesn't affect our staff.
- Spencer asked what the Dean's vision is for the A&S Staff Council.
 - Dean: More involved in building community. Hope you'll be comfortable voicing opinions. Being able to continue being a voice, building community, open communication lines. The Dean said she is here to support the SC. Engage with

staff and provide solutions and opportunities. The Dean is not going to dictate what we do.

- The Dean asked what the Council wants from her?
 - Melissa suggested more combined staff and faculty events.
 - Dean said we could use some of the budget for that. Partnership between College and SC.
 - Baseball game was too expensive.
 - Joe asked about the Philanthropy tailgate and if we can advertise that.
 - Dean said it is more tailored toward alums.
 - Joe asked if we could put some budget toward that to be able to include staff.
 - Dean said the cost is important.

3. Staff Response Review (2 minutes)

- Redo with new members.

4. July Event (5 minutes)

- Do we want to do this? Could combine with back to school pizza event.
- Melissa suggested having more Fall events, like a tailgate.
- Council decided not to do a July event, looking ahead at next meeting.

5. FY 24 Budget (1 minute)

- Underbudget.