

## **Staff Council Officer's Report**

**April 2024**

### **SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT**

On March 25, 2024, Monika, Jennifer, and Alan met with Johnathan D'Amore, Special Assistant to the President. Items discussed included:

- Discussion and suggestion for Staff Council leadership to set quarterly meetings with Strategic Communications leadership and for Strat Com leadership to attend a full Staff Council meeting annually. Given the schedule for the remainder of the year, Strat Com leadership will be in attendance at the next Executive Board meeting of Staff Council
- Confusing communication on staffing expectations for 4/8 (Eclipse Day) and the need for clarification
- CBB's letter of intent was discussed. It was received well, and leadership looks forward to continued engagement with CBB.

### **SC LEADERSHIP WITH HUMAN RESOURCES**

On April 5, 2024, Monika, Jennifer, and Alan met with Liv Townsend and Chris Lehman. The discussion included:

- Monika kicked off with how to make the Performance Review process more meaningful. Ideas floated but not in a planning stage included
  - Pay for performance model
  - Training on conducting performance reviews
  - Examining an alternative to PeopleSoft (this is in progress)
- Asked HR to look at Monday, 12/23 as a possible administrative holiday since the official one begins Tuesday, 12/24.
- The Our Common Ground process is well underway with 6 nominations to date. More promotion to come via many channels.
- Liv has met with over 25 groups on campus to gather more information on recognition and "Barrier to entry" for groups based on policy and process
- The "Fringe" rate was discussed. "Fringe" is the cost of staffing excluding base pay. Health Insurance costs being the highest piece of that pie.
- HR communicated that the job posting process will be changing, specifically as it relates to the pay band and verbiage used and possible pay to be sure it is more realistic and transparent

- Liv discussed the Staff Apperception Week committee being formed and its meeting schedule. Though the committee recruitment period is technically closed, she encourages anyone still interested to be in that group to let her know.
- Jack Dorkey, the newly hired Talent Development Center of Excellence Leader (PD&T leader) introduced himself.

### **Upcoming Leadership Meetings**

- SC Leadership with Special Assistant to the President, Jonathan D'Amore, 4/23/24
- SC Leadership with HR, 5/14/24
- SC Leadership with Strategic Communications Leadership, 5/14/24