

Staff Council Officer's Report

May 2021

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On May 10, 2021, Caleb, Laura, Elisabeth and Alan met with Mary Brodsky and Andrea Mast. On the agenda and discussed were:

- As of the 5/10 meeting, UE contract was ratified, UA were in the process of voting on their CBA.
- On teleworking, the draft has been sent to senior leaders across campus (Deans, Director's, VP's) to collect input. Dean of GSB to gather information and write a recommendation back to the Provost. That it has gotten this far is a very good sign. While this is being evaluated with the hopes of approval, sight should not be lost by any on continuing to have conversations about flexible working arrangements.
- The concern raised in a previous Staff Council meeting about some building accessibility issues on campus such as the Flemming and WAGE center. More details were requested so they can be sent to ADA and facilities to address.

SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY

On May 19, 2021, Caleb, Laura, and Alan met with Gary Derr, VP for Operations & Public Safety.

- The topic of the perception of quick action taken when students demand change versus when staff asks for change was discussed. The student activities tend to be much more public giving the appearance of activity since it is actually seen while staff asks tend to happen less publicly and almost always are addressing the Terms & Conditions of employment and work environment which will almost always take longer to study and assess, thus giving the impression of less or non-action. Better communication from leadership was requested so staff know work is actually being done.
- The impact on Staff Council given the staff organizing activity was discussed. At the time of this meeting, the first vote result had not come out. However, the message from VP Derr was to be patient and sit tight for a few more weeks to see how everything eventually settles out. Caleb was sure to impress that regardless of the outcomes, the BoT and administration will need to continue to show value to the voice of staff.

- CAS enrollment and impact on hiring freeze given the enrollment numbers was discussed. Since enrollment numbers had only been out for a few days, it is too soon to determine how staffing may be impacted. While the 1st year deposits are very strong, full university wide enrollment numbers need to be assessed, how many returning, not returning and transfers, in order to have a full picture of overall campus employment needs.