

Staff Council Agenda

Date: May 11, 2022

Location: Zoom

Zoom: <https://uidaho.zoom.us/j/87354850554>

1. Call to Order, Welcome [3 min] - Emily Tuschhoff
2. Attendance [3 mins] – Renee Jensen-Hasfurth
3. Approval of Minutes [3 mins] - Emily Tuschhoff
 - a. April 2022- Approved
4. Staff Member of the Month [3 min] - Tami Noble
Doug Schumacher– Facilities and Maintenance – recommended by Mark Stanton
5. Staff Career Impact Award [5 min] – Eric Anderson, Director, Career Services
Creative and development awards were given to 2Faculty and 1 Staff – Sophie Becker (academic advisor for general studies).
6. Presentations

a. *Great Colleges to Work For* Working Group Update – Sunny Wallace or designee
Context of next steps – Employees feel supported in many areas well-being; job satisfaction; mission and pride; supervisor effectiveness (important to build upon). Positive trends but we have work to do (lowest reported): Performance management; confidence in Senior leadership; communication; collaboration. Identified areas of improvement: Better pay, opportunities and advancement, recognition, onboarding, and communication from senior leadership.

Project plan: 1) Improve employee responses related to communication, collaboration, and confidence in senior leadership. 2) Improve employee responses related to how we engage in the performance management process. 3) Address employee concerns around fair pay, professional development, and resources to support work. 4) Develop a comprehensive onboarding program. 5) Improve employee rewards and recognition programs. 6) Demonstrate and communicate a commitment to improvement across the key project goals.

6. Reports [20 mins]
 - a. Staff Council Working Group reports
 - i. Awards & Recognition – Cari Espenschade – Excellence Award ceremony and Staff appreciation event were successful! Working on off-campus celebration.
 - ii. Safety for researchers update – Erin Mack - Safety concerns were given to Bruce Lovell and addressed.
 - iii. Wellness – Arlette Jameson – no updates
 - iv. Onboarding – Travis Akin – no updates
 - b. Human Resources – Brandi Terwilliger – Still working on onboarding, CEC winding down and salary agreements will be sent in the next week.
 - c. Faculty Senate – Bob Hoffmann or Ben Bridges – Revising policy on infectious diseases; curricular change revised; Chair- Kelly Quinnett and Vice Chair is Erin Chapman.
 - d. Elections & University Committees - Erika Crossland – Staff representative needed for Faculty Senate; Poll taken for working group committees.
 - i. Election of Chair and Vice Chair – No Chair committee member stepped forward; Officer’s team will put together a shared leadership model among officers. Looking at re-exploring shared governance on our campus. Vice-Chair candidate Crystal Callahan was introduced and poll was taken, she will be elected vice-chair moving forward.
 - e. Chair & Vice Chair Report – Emily Tuschhoff and Erin Mack –

- Recommendation to hiring an interim Ombuds, further communication will be fourth coming.
- Paid parental leave had overwhelming support for option c – 12 weeks
- Kudos for Cari for the awards

8. Parking Lot Topics [2 mins] – Emily Tuschhoff

Summer retreat possibilities?

9. Good of the Order [5 min] – Emily Tuschhoff

- May is mental health month, and training opportunities.

10. Close [1 min] – Emily Tuschhoff

Thank you for a wonderful Council this year and stepping forward in extra capacity to be on working groups! We have made some great headway this year!

Meeting Guidelines

1. The monthly agenda will be posted in Teams (UI-Staff Council) under the general channel and agenda tab. A copy of the agenda will also be emailed before each meeting and posted to Staff Council's website.
2. Each agenda item will be assigned an estimated time limit. All council members are encouraged to hold the agenda item owner accountable to time and topic integrity.
3. Discussions will spur questions and topics not on the agenda. Those items will be recorded in the topic parking lot section of the agenda and meeting minutes. Items in the parking lot will be reviewed by the Staff Council officers. If the items align with the parameters of Staff Council's mission, they will be added to the next month's agenda as new business.
4. Presentations and subsequent Q&As will be time limited. If more time is needed, items may be posted in the parking lot and presenters may be invited to future meetings. The desired outcome is a presentation specific to topics that align with Staff Council's purpose.
5. If training or long-form presentations are relevant to staff, Staff Council is happy to facilitate brown bag lunches or other such meetings.
6. Committee chairs may request time to present updates. The agenda will no longer allow for round robin reports.