

W UNIVERSITY of WASHINGTON | TACOMA

University of Washington Tacoma Staff Association
Tuesday, August 2, 1:00pm-2:00pm | Jane Russell Commons
Spring Quarter General Meeting

Board Members

Jeremy Homolka, Galen Guffy, Liz Hansen, Sheri Burden, Megan Bentley-Moon

Total attendance: 22

I. Welcome & Introductions

II. Survey Results Presentation

- Results from the 2015 All-Staff Satisfaction Survey were shared.
- Thank you to Kathleen Farrell for assistance in interpreting the results.
- Started with a brief overview of the survey results:
 - 122 total respondents
 - Demographics collected included primary language, sex, gender, sexuality, race, age, disability status, ethnicity, religion, class identity and campus division.
 - Comments from this section:
 - It was pointed out that the race options do not match what is asked for Federal reporting.
 - Question about whether the breakdown of respondents is a representative model of the overall campus staff population. (unknown based on the info we had at the meeting)

List of questions asked, and any comments made during the meeting. *To see the full information presented and breakdown of answers, you can download a pdf of the PowerPoint on the UWT Staff Association intranet.*

- 1) I believe that things at UW Tacoma are changing for the better.
 - a) Question about whether we asked how long people have worked at UW Tacoma?
[No, that was not asked but will be considered for future surveys.]
- 2) Changes on campus are being made in a clear and transparent manner.
- 3) I work in a supportive unit.
- 4) I have access to training or professional development in order to perform my duties.
- 5) I enjoy my job and work environment.
 - a) Comment that it would be interesting to see how answers have changes over the years. [It was then mentioned that survey results from previous years can be found on the UWT Staff Association intranet.]
 - b) Suggestion to make a comparison graph with trend lines.
- 6) In the last year, my workload/responsibilities have... (answer options were on a scale of increased/decreased).
- 7) My work directly contributes to the success of our students and UW Tacoma.

- 8) I plant to work at UW Tacoma for... (answer options were a number of years, up to retirement and including “keeping my options open.”)
- 9) I feel well prepared to confront racism or injustice in my work on campus.
- 10) I feel my supervisor would support me if I confronted racism or injustice in my work on campus.
 - a) Questions 9 and 10 were broken out into answer by three race categories (Not-Caucasian/ Caucasian/Did Not Respond – after feedback from the meeting, this has been updated to be African American, Asian, Latino, Multi-Racial, Pacific Islander, Other/White/Did Not Respond)
 - b) Labeling terminology will be reviewed before next survey.
 - c) Question to the group, should we still collect demographic information in future surveys? [General consensus was yes, but be clear to respondents if/how that information will be used or manipulated.]
 - d) It was mentioned that there is the possibility of a campus-wide climate survey that would go to all faculty, staff and students (not a Staff Association initiative).
- 11) What issue do you feel is currently most ignored on our campus from a social justice perspective?
 - a) General consensus that this questions is important to explore further.
- 12) How could UW Tacoma or your supervisor help you to be more successful and/or happier in your job?
- 13) Please describe a change on campus that occurred in the last 12 months and how it as affected you.

III. By Laws Update & Timeline

- Recently a newsletter update was sent via uwtlne regarding the by-laws; a couple of highlights:
 - Based on feedback, we changed the name from “Staff Senate” to “Staff Assembly.” This aligns with the Faculty Assembly name and better fits the goals of the organization.
 - We will stick with a representative model rather than senate model, meaning 2 representatives from specific areas, rather than 1 senator for every certain number of employees in an area. Reasoning for this is to not have growth that is too fast/big. This also creates an equally representative model overall. The purpose is a venue for where more voices can be heard, and the Staff Assembly will serve as a greater advocate on behalf of staff in the future. Overall we are trying not to over structure things, and let the new group decide.
- Look for an uwtlne email coming out soon with a link to vote. We need at least 20% of staff to vote, and then the majority of votes will win.

IV. Staff Association Updates

- Association Updates
 - Treasurer’s Report (Galen)
 - \$1,155.64 in the bank
 - Received a \$500.00 scholarship from the Seattle Professional Staff Organization.

- Secretary Update (Liz)
 - Reminder that you can view all past meeting minutes on the Staff Association website: <https://www.tacoma.uw.edu/staffassociation>
 - You can also access the Staff Association intranet through the website
 - Follow us on Facebook!
<https://www.facebook.com/UWTacomaStaffAssociation>
- Chancellor's Cabinet Update (Bob)
 - The Cabinet met recently to discuss the Strategic Plan roll-out; mark your calendars for an event on October 17!

V. Events

- Staff Summer BBQ – August 9, 12-1:30pm in Jane Russell Commons
- We have tickets to sell TODAY!
 - Buy your \$5.00 ticket at the meeting and receive a free raffle ticket the day of the BBQ! (\$2.00 value)
- We need volunteers – keep a lookout for a sign up emailing coming over uwline. Volunteers receive free lunch!