New structure for Staff Association

- We are becoming a more representative group
- Aim to better answer the question – What are the topics/issues staff are facing on campus?
- 40% of staff participated in the elections
  - 124 were in favor, 8 were against, adopting our new bylaws
- Bylaws highlights:
  - Staff Assembly has now been formed
  - Chair/Vice Chair model
  - Added a process to remove an elected officer
  - Minor updates and adjustments to out-of-date information
- We are still called the Staff Association – the overall organization. Under this is the Board and the Assembly (campus reps)

Strategic Plan

- Submitting three proposals
  - Operating budget for the Staff Association
    - Includes retreat, travel, events
  - “Team of the Year” Award
    - Recognition for more than one person that would include a monetary award
  - Professional development
    - Scholarship pot of money that staff could apply to
- Meeting attendees shared the following suggestions of other areas to apply for funding:
  - Release hours to allow stuff to volunteer their time (fits the urban-serving mission)
  - Hiring/reclassification equity across campus
  - Trainings for staff
  - Anti-bias hiring training/fair hiring for staff
- Strategic Plan areas we fall under:
  - Culture
  - Growth
  - Equity and Inclusion

Staff Association Nominations

- Announced vacancies, nomination deadlines and voting schedule
Staff Holiday Party
- Tentative date is December 9
- Suggestion to have a community organization to support
  - Previously has been the YWCA. The Pantry needs hygiene items
  - Have done a school supply drive in the past
  - Warm clothing drive?
  - Consensus was to have a hygiene drive for The Pantry

Professional Development – Richard Wilkinson
- Provided an overview of changes and updates since 2014 in his area
- Operating from recommendations from a recent Professional Development Task Force held in 2014
- Emphasis from 2015:
  - Management excellence
  - Special topics
  - CareLink
  - Online offerings
- Emphasis from 2016:
  - Continuing 2015 work
  - Adding partnership with Key Bank Professional Development Center – contracting with them to make 2017 plan
  - Professional development website improvements
  - Catalogue of offerings
- Challenges are how to inform people of what’s available
- Many online resources:
  - Stretch assignments
  - Professional development planning
  - Influence without authority
  - Embracing and managing conflict
  - Team building
- For 2017:
  - Professional development tracks
  - Connect the dots in focus areas
    - Management development
    - Career management
    - Business skills
    - Interpersonal effectiveness
    - Faculty development
- Key Bank Professional Development is discounted – 50% for faculty/staff