

W UNIVERSITY *of* WASHINGTON | TACOMA

University of Washington Tacoma Staff Association

November 16, 2016

Autumn Quarter General Meeting

Lucien Board Room (GWP 320)

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 - Minor updates and adjustments to out-of-date information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 staff 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