

A&S Dean's Staff Advisory Committee (SAC) Meeting

October 15, 2020 at 11am-12pm via Zoom

Agenda - Meeting with Dean James White

1. 11-11:05am Welcome
2. 11:05-11:15am Present SAC [website](#) and goals
3. 11:15am-12pm Questions for Dean White

Minutes

1. Welcome
2. Presentation of SAC [website](#) and goals
 - a. Abi Peters gave a tour of the new SAC website revisions
 - b. Representatives from each subcommittee gave an overview of subcommittee goals
3. SAC's Questions for Dean White:
 - a. What is your hope for SAC's partnership with the ASC, especially with changes to faculty governance and the coming reorganization of A&S?
 - i. Dean White discussed the importance of SAC and ASC having a good working relationship and that SAC and ASC should have co-equal voices on behalf of our relative constituencies (staff and faculty).
 - b. Do you have updates on staff involvement in the College reorganization, further budget cuts, or the current hiring freeze?
 - i. Dean White discussed his strong advocacy for staff to have a seat in all college governance mechanisms and conversations, including the reorg.
 1. He asks that SAC and staff to identify when staff representation is missing from these types of conversations, and he will advocate for staff representation.
 - ii. Dean White discussed A&S's current strategy to budget cuts, which has been shared with C&Ds and staff in other venues, and the importance of avoiding the reduction of A&S staff positions. Dean White will continue to seek feedback from staff and faculty and keep us informed as the college continues to address budgetary concerns.
 - iii. Dean White described current hiring restrictions as not a hiring freeze as much as a hiring chill. The college continues to hire positions that are

core to college and campus operations, while balancing hiring with current budget reduction considerations.

- c. How do you envision staff being involved in implementation of the A&S Strategic Plan?
 - i. Dean White views staff as a key component of the A&S Strategic Planning process, along with faculty and graduate students. He discussed how staff's voices are necessary as the college evolves and plans towards the future.
- d. How will the IDEA plan be implemented in A&S? Specifically, will there be staff-specific actions, what will support look like for existing programs affected by budget cuts, will RAPs face possible elimination, etc.?
 - i. Dean White discussed A&S leadership's commitment to the IDEA plan, and the importance of putting words to action via the IDEA plan and the Engagement Survey.
 - ii. Dean White discussed the importance of RAPs for first year student onboarding, community building, recruitment, and anti-melt and his interest in RAPs expanding in the future.
- e. We are generally hearing that staff are happy with the flexibility that has been afforded to them with the shift to remote work. Some have expressed nervousness that this flexibility may disappear upon returning to work on campus. They worry that supervisors will not maintain the trust that has been developed over this time in their ability to manage their work schedules.
 - i. Dean White recommended that SAC and the Dean's Office collaborate on the topic of post-COVID workplace flexibility, including the possibility of surveying A&S staff to better understand both staff and supervisors' feelings on the matter.
- f. Do you have any requests or questions for our committee?
 - i. Dean White emphasized his interest in having staff voices and presence in College reorg and strategic planning committees.
 - ii. Dean White was interested in hearing SAC's impression of how staff are doing. SAC members gave feedback about both positives (new efficiencies, flexibility) and challenges (childcare, hiring chill causing increased staff workloads, stress due to the state of the world, students struggling, faculty stressors) that have arisen while working remotely.
 - iii. Dean White emphasized his interest in continuing to right size the staff to student ratio in A&S.
- g. Is there any data on how staff are dealing with COVID? This seems to be known for students and perhaps faculty, but not for staff.
 - i. Dean White didn't know of any current formal attempt to collect data on staff, but has been collecting data qualitatively by talking with different constituencies.
 - ii. Dean White was interested in pursuing the possibility of SAC and the College partnering to survey the staff on this topic.

4. Other business:
 - a. Encourage everyone and colleagues to self-nominate and submit nominations for staff to be involved in three divisional faculty governance implementation teams.
 - b. ASC invited SAC to present at Nov. 10 meeting:
 - i. SAC description, history, structure, what we do
 1. Specific initiatives that SAC is undertaking and ways in which those initiatives might be connected to the ASC's activities
 - c. Dean White joining for the A&S staff meeting October 16, 2020 @ 11:00AM -12:00PM to discuss staff engagement, get staff feedback, and answer questions