

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

November 7, 2019 at 1-2pm in Old Main 1B85

Agenda

1. Welcome Dean White and Anna
2. Invite Dean White to share updates/priorities/requests for SAC.
3. Update for the Dean from SAC: SAC chose not to pursue becoming a governing body
4. Present three main topics that SAC is pursuing this year. Ask someone from each sub-committee to speak.
 - a. SAC Structure
 - b. Staff Salary Inequity
 - c. Be Heard - Request for college update on/support of Be Heard
5. Status of A&S reorg
 - a. How are the staff being factored in? Are they/we being asked for input? How might SAC support/contribute?
 - b. Will A&S staff be solicited regarding any particular part of the process?
 - c. Would it be permissible for SAC to contribute a white paper or communicate with the reorg committees regarding staff concerns/priorities for consideration? For instance, advocating for staff salary equity.
6. FYI: Building partnership with ASC (potential common goals, strategic plan)
7. Closeout - Next meeting, questions, other business

Minutes

SAC chose not to pursue becoming a governing body. We will continue to represent and advocate for A&S staff as well as contribute staff voices and opinions to A&S when needed and as requested.

Our last visioning meeting discussed SAC priorities and three working groups:

Be Heard. A meeting is scheduled for 11/21 where team captains can explain their initiatives. We are hopeful to hear at this meeting if/how each initiative will be implemented. SAC has offered to provide input on implementation.

SAC Role & Structure. In light of recent vote to not become a governing body, we want to look at our structure and the role of SAC. This is important since our group is becoming more visible and being asked to weigh in on different initiatives. We will review bylaws, specifically our advocacy role and SAC membership.

Staff Salaries in Regards to Equal Pay Act. A&S is meeting with campus administration on Equal Pay Act. A&S has the most exposure to the EPA (since we're the largest college); they're looking into how A&S will address this. HR is first making sure job titles match job descriptions, and then will see if staff are paid equitably across these titles. Dean's aim is to build trust by making a clear plan that is transparent and has follow through. It is not a potential strategy to lower salaries. The Dean has been working on pay for the past several years (both underpayment and understaffing). They were making progress, but it would have taken a long time. For example, they were recently able to secure 5 new academic advisors for A&S. The Equal Pay Act is an ally to bring these arguments to fruition by a faster date. We will need to consider the role of colleges and schools in terms of staffing; we may need to consider a more centralized HR practice.

College Reorganization. There will more than likely be some reorganization, and perhaps some implications for staff. There are three working group committees- structure, budget and governance. By the end of the year, the Dean anticipates that the Provost will announce a change- done slowly (over several years) and deliberately with a transitional dean. The motivation behind the reorganization is to (1) make it more efficient to administer such a large college and (2) to give more voice and representation to our college at dean meetings. The intention is to not reorganize in a way that creates silos, as we want to continue to have the flexibility and support our students need.

ASC partnership. Discussion tabled to next meeting.

Melynda Slaughter was awarded Chancellor's Employee of the Year. Congratulations!