

SAC Minutes  
October 23, 2018  
Old Main 1B-85 (11:00am – 12:00pm)

**In attendance:** Rebecca Allison, David Aragoni, Lynne Buckley, Denise Bender, Laurie Conway, Sandy Crowell, Karen Hawley, Alex Holmgren, Mary Fentress, Alex Holmgren, Amanda Misiak, Meghan Perea, Ruth Seaholm, Melynda Slaughter, Alicia Turchette, Sharon Van Boven, Bernadette Stewart, Shelley Hammonds, Erin Cunningham, Vicky Romano

**Introductions and welcome**

**SAC webpages and Google drive**

Clint Talbott (A&S Communications) has posted committee's webpages at <https://www.colorado.edu/asfacultystaff/shared-governance/staff-advisory-committee>.

Please send photos to Karen Hawley for posting.

SAC discussed Employee of the Year nomination documents on shared committee drive. SAC decided it would be best to remove this information after the review period to maintain confidentiality.

**Employee Engagement and Wellness / Survey Results and Current Initiatives**

An employee (faculty, researchers and staff) engagement survey was conducted in fall 2017. Results were distributed to the deans in December 2017 and to A&S personnel director in spring 2018.

Bernadette Stewart: College of A&S has been thoughtfully reviewing the results to determine where new programs and initiatives should be focused in response to these results, as well as how to roll them out. The College acknowledges there are issues and is looking for input in this area.

Erin Cunningham: Discussed employee engagement issues and initiatives. College is introducing workshops to help with change management and stress (including leadership development and implementing strategic initiatives). College would like SAC to be one of the pilot groups for this program.

Issues highlighted by SAC include survey fatigue, change fatigue, concerns of talk/discussion vs action being taken, faculty respect of staff, concern about the treating of symptoms instead of curing the causes of staff stress.

**Future Meetings**

Alicia will look to schedule meeting in November, prior to December meeting with Dean Jim White. Nov meeting will focus on issues and ideas to discuss with Dean White at next meeting. SAC will meet with Dean Jim White on Thursday, December 6 at 1:00pm (Old Main 1B-85).