

SAC Minutes
December 6, 2018
Old Main 1B-85 (1:00 – 2:00pm)

In attendance: Rebecca Allison, David Aragoni, Denise Bender (via phone), Lynne Buckley, Laurie Conway, Sandy Crowell, Karen Hawley, Alex Holmgren, Meghan Perea, Ruth Seaholm, Melynda Slaughter, Alicia Turchette, Sharon Van Boven, Doreen Williams, Anna Jensen, Bernadette Stewart, Dean Jim White

Introductions and welcome

Announcements / FYI

Feedback links and updates for campus and college-level strategic initiatives under review/implementation

Inclusion, Diversity and Excellence in Academics (IDEA) Plan:

<https://www.colorado.edu/odece/diversity-plan/inclusion-diversity-and-excellence-academics-idea-plan> (posted for 30-day campus review on 11/9/18)

Academic Re-organization: www.colorado.edu/provost-committee-academic-reorganization (posted for 30-day campus review on 11/12/18)

Academic Futures: <https://www.colorado.edu/academicfutures> (steps to implement lead priorities announced on 12/3/18)

Financial Futures: <https://www.colorado.edu/financialfutures/> (Phase 1 workstream announcements expected, week of 12/10/18, Town Halls to follow)

Instructor Task Force (A&S): <https://www.colorado.edu/asfacultystaff/instructor-task-force> (Town Halls were held in November)

Campus Initiatives: <https://www.colorado.edu/financialfutures/campus-initiatives> (tied to Financial Futures)

Strategic Facilities Visioning: <https://www.colorado.edu/strategicfacilitiesvisioning/> (precursor to the campus master plan)

Be Heard rollout and Employee Engagement Survey Results

Thirteen of the seventeen SAC members are participating in the pilot program. Ten of the 70 pilot participants are faculty.

The A&S personnel team requests honest feedback on the program, from the SAC members (and other participants) in the pilot group.

Restating points from previous discussions on the survey results and Be Heard:

- Concern that this is treating symptoms rather than the cause of problems that staff face
- Concern, based on past experience, of “talk” versus “action”
- Will staff question why to participate when “nothing ever changes”?

The first session did provide good tools for dealing with stress, but staff would rather see the causes of stress eliminated/reduced.

Several participants mentioned that they look forward to seeing how the future (more action-oriented) phases of the program unfold.

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Q: How will plans developed in this program actually be implemented? A: Be Heard *will* progress into action. Issues exist for staff and for faculty, and “we [A&S administration] need to address them.” Some plans may take more time and could be suggested to future cohorts of the program, for continued work.

SAC and college staff feedback to the A&S Strategic Plan – submitted to ASC on Dec 4, 2018

SAC Chair submitted SAC feedback, proposed edits to strategic plan, and staff feedback from survey to ASC Chair Stephen Mojzsis. Requested that SAC be informed prior to Dec 11 meeting whether edits (including SAC suggestions) have been made to the “living plan document.” Has not received confirmation but will keep SAC posted.

College-wide staff feedback (via survey data) reiterated SAC concerns regarding staff salary/compression/equity issues, lower staff/faculty ratio in A&S vs. other colleges/schools. Some respondents emphasized the importance of *advancement* opportunities in addition to development only. Many responses stressed *culture* issues – staff not being valued, respected, and their voices not being heard (or solicited). Emphasized that staff are a vital and significant resource to the college and campus, with experience and knowledge, without which the college could not operate, and the CU mission could not be achieved. Restated ideas of equal partnership and teamwork among staff and faculty to achieve mission and the inclusion of staff in decision making.

Salary and ratio data: The A&S dean and assistant dean (finance) have for multiple years presented to CFO and provost that A&S staff receive lower pay, while working under conditions of a lower staff/faculty ratio compared to other colleges. Campus administration have not addressed this. Questions: Is there hope? What happens now? Dean White believes that A&S has a strong argument, especially as campus sees that A&S has used budget toward staffing (department hiring priorities included staff along with faculty requests). They are trying other avenues such as these.

Based on the degree to which the ASC incorporates SAC recommendations into plan, we will plan to read a statement at ASC meeting on Dec 11. Chair will send draft to committee for input.

If edits are not made to the SP (addressing staff concerns), our committee requests that the college make a statement.

A&S deans will be involved in the *implementation* phase and recognize the role of staff in making this work.

Upcoming projects/issues for SAC

How to better involve staff in decision making and administration of the college? What policies and mechanisms can be put in place on the departmental level? With proposed reorganization of the college, this brings opportunities to better include staff.

Suggestion to have divisional deans meet with staff in their areas.

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Discussion of changing the SAC to an elected, representative voting body – Dean White is open to our feedback and recommendations, regarding what mechanisms we would like to see to get staff feedback and to give advice. The key is that staff do feel that the committee reaches all staff and is representative (whether or not the structure of the committee is changed). Due to pending re-org, this could be good timing, were a shift to be made. Add to next agenda.

Future meetings

Arts & Sciences Council (ASC) open meeting – Tues, Dec 11, 3:30 – 5:00 pm. Old Main Chapel.
Discussion and vote (by ASC members) on A&S Strategic Plan

Upcoming Events (FYI)

A&S Community Meeting – Tuesday, Jan 29th, 2019, 1:30 – 3:00 pm, UMC 235