

Engineering Staff Council Meeting Agenda

July 7th, 2022; 2:00-3:00 pm

- 1. Roll Call/Check In** **2:00-2:05 pm**

- 2. General Items** **2:05-2:10 pm**
 - a. College Updates - Cherie
 - i. Dean Molenaar was offered the position of permanent Dean of CEAS. June 18th- strategic vision process begins, will share with everyone to provide feedback and be involved in that process. What do we need to focus on in the next 5 years?
 - ii. Keith is looking to empower the ESC to give advice and feedback to Dean based on Staff feelings, issues, concerns, feedback, etc. Really looking to ESC for advice and insight now that we have a permanent Dean. The work we do is incredibly valuable and it is greatly appreciated by Keith.
 - b. Boulder Staff Council (BSC) Updates - Alisha
 - i. Kicking off next Wednesday, hopefully will have more things to share at that time.
 - ii. BSC is open to all staff, can join anytime! Meets on Wednesdays.
 - c. Inclusive Culture Council representative- typically at least one position reserved on this from ESC. If anyone is interested in filling that position, please reach out to Cameron or Becky.
 - d. Website updates are underway

- 3. Mission of ESC** **2:10-2:15 pm**

Engineering Staff Council strives to create a welcoming, equitable environment for all staff members within the College of Engineering and Applied Science in order to foster a more inclusive and collaborative workplace. We are dedicated to strengthening community, wellness and communication within the college. Engineering Staff Council works with leadership in shaping staff-related policies and procedures of the college – we are your voice!

Goals & Opportunities: Thinking of creative ways to get staff together, create a stronger community within CEAS. Building a stronger group of staff, addressing sense of belonging.

- 4. Expectations**
 - Attendance at meetings, in-person encouraged if possible (but hybrid will be an option)
 - Ability to serve on a committee
 - 4 hours per month time commitment

Always feel comfortable reaching out to Cameron and Becky for anything you need/seeking support!

Prioritizing gatherings this year and making connections

5. Committees

2:15-2:25 pm

- a. Events and Outreach
 - i. Creating events that build strong connections and community among staff in CEAS
 1. Examples: Welcome Wednesdays, collaborating on the Professional Community Development week
- b. Staff Recognition, Development, and Advancement (SRDA)
 - i. Focusing on helping staff feel seen, engaged, growth, professional development, learning sessions, etc.
 1. Collaborating on the Professional Community Development week
 2. Opportunities to grow and develop, learn new things
 3. Looking at how we recognize staff and digging into the storytelling side of that.
 4. A path forward to growing in the college
- c. Communications
 - i. Helps coordinate and organize comms from ESC about new members, ProDev opportunities, community events, etc.
 - ii. Spreading the word about what we are doing and what opportunities are available to staff

Folks will have the opportunity to rank their preferences on joining the three committees in a follow up email. Will have this organized by the retreat to allow time to connect and brainstorm ideas, goals, elect chair, etc.

Committees evolve over time, so if you identify a need that is not already met, please voice your thoughts!

6. ESC Retreat Scheduling

2:25-2:30 pm

August 11th, 2022 12-4pm hybrid!! In-person preferred, but Zoom will be available for folks who need it. ECAD 109 Clark Conference room. Lunch will be provided.

7. Future of Work Survey Results and Proposal

2:30-2:55 pm

Very accelerated timeline to get these results processed and provided to Keith as well as the admin council for review.

- One page debrief of Work Survey due Wednesday, July 13th to Keith
- Final proposal due to Admin Council Monday, July 18th

Feedback from supervisors: appreciated the flexibility, rising costs of travel, gas, etc. is hard to accommodate. Some negative feedback around having to come to campus "just because," quiet, lonely time if you're the only one in the office that day. Feelings of isolation.

Feedback from non-supervisors: very similar to above. Also lack of flexibility to change remote/in-person days each week.

What would help you feel more connected to CEAS? More funding for community events, more ESC events, trust from supervisors, happy hours, creating interest groups, volunteer days, anchor days, walking groups, etc.

Overwhelming majority of staff indicate that flexibility is essential for staff retention and satisfaction with work.

Survey responses also included salary and overworking as other concerns for looking elsewhere for employment.

Please share feedback about this!

Council feedback: the “just because” factor is a big issue for folks who aren’t as student-facing, have students been asked if they have had trouble getting in touch with folks when needed, Yes! A survey was sent out to students asking about this...not one complaint from a student about not being able to get in touch with someone (not the case from the other colleges). Advisors are probably the most student-facing group, and some folks don’t fully realize that students don’t always meet with us in-person. Actually, most students met with advisors on Zoom. “We try to deter people from just “showing up” due to the nature of our work”. Having to commit to two specific days each week for your in-person days, when that didn’t always work out to be the most efficient use of time. Feelings that University failed supervisors in failing to see how this would negatively impact productivity, different work styles.

8. Other Updates

2:55-3:00 pm

- a. Things to celebrate