

# Engineering Staff Council Meeting Agenda

September 8, 2022; 10:00 - 11:00am

ECAD 109 Clark Conference Room or Zoom: <https://cuboulder.zoom.us/j/95515366702>

## Roll Call/Check In

10:00-10:05 a.m.

## General Items

10:05-10:25 a.m.

- Inclusive Culture Council rep - Dana (No updates yet)
- Buffs One Read Book Club for CEAS- [funding proposal](#) - Alex Voorhees (approx. spending request and breakdown [here](#))- APPROVED :D
- ESC Corner in Saturday newsletters- please submit suggestions for things to put in here
  - Add info about how Welcome Wednesday went, include a photo (I think Cherie has this?)
- Incomplete resolution from March 2020
  - Funding for Employee Excellence Award comes from the dean's office rather than the staff member's department or program
  - Move decision to Policy Working Group?
    - Addtl. Context for this issue from Alisha, seems like this is more of a nuanced issue
    - Committee will circle back
- Discuss idea that staff council members are involved in staff exit interviews
  - Move research and decision to Retention Working Group?
  - Alisha's feedback- staff can choose to complete a Qualtrics survey or do an in-person exit interview if they prefer (it's about 50/50 right now)
  - Data is monitored on a quarterly basis (this data can be reviewed by ESC, we can get the questions in the survey to review, could add some questions from ESC if we want to)
  - Concerned that they won't give as much honest feedback if an ESC member is in the room
  - Feedback from ESC- maybe could offer a separate interview for folks leaving to do with an ESC member. Could include a link to the ESC feedback form. Suggest questions for the form. Concerns around having an untrained ESC member to participate in in-person exit interviews
  - Top 6 reasons for leaving- lack of training, growth in the role/career advancement, supervision, understanding the roles of colleagues, affordable housing, salary
- Parent Network continuation
  - Move decision to Building Community Working Group
  - Group can revisit this, a non-ESC member could lead this if they want to as well!
  - Will follow up with Kim to get feedback on how it went
  - Feedback from ESC Members- could also be a family building support group, not just for current parents

### **Updates from Working Groups**

**10:25-10:50 a.m.**

- Build Community - Carolyn and Emily
  - [Committee Report](#)
- Improve Staff Retention - Brooke
  - [Committee Report](#)
- Propose CEAS Policy - Gabe and Jess
  - [Committee Report](#)

### **Other Topics**

**10:50-11:00 a.m.**

- Topics from ESC members or other staff
  - Recent mobile food drive had over 160 staff members attending, leads to concerns about food accessibility and food insecurities. They only do this once a month bc they don't have enough people to help run them. How can we help support this and promote volunteer opportunity?