

STAFF ADVISORY COUNCIL MEETING
February 16, 2023
10:00AM

Present: Tasha Taylor, Dr. Monteroso, Jason Coleman, Missy Thornton, Sherri Beckett, Emily D'Aquila, Jacyn Lander Kelly Baker, Michelle Heath, Leeann Coen, Randy Hollingshead, Marcella Snyder, Kate Billings, Whitney Nash, Kelly Quigley, Mark Schulman, Joe Mills, Shawn Groch, Joe Gilbert

Absent-Riley Schenk, Bree Blum, Bob Saas, Yodev Ocasio

I. Meeting Minutes-Approve January-Approved by Randy and Kelly

II. Cabinet Update: President Monteroso

HLC approved Doctorate program-should start in the Fall 2023

Black History Month-encourage everyone to attend events

Important legislation on the floor regarding campus carry & PEIA-Senate 268-this is not favorable. Reach out to your legislators.

Tasha asked Dr. Monteroso about the low morale on Campus and what her thoughts are.

Dr. Monteroso responded that it is a top priority and she interested in what staff has to say.

Ryan brought up the lack of transparency across campus, especially in light of the decisions made by the BOG that Dr. Evans remained on payroll after his contract ended and not making that known. Employees found out through the local papers. When decisions from top level, including the BOG, are not being shared with campus it makes employees feel not valued, bringing morale down.

Kelly Quigley raised the question of changes in the enrollement area and that although there are rumors of changes, no one is updating staff or keeping staff in the loop. There is talk of a name change from Financial Aid to Student Financial Services, but no one has informed staff of these changes. She also question if there was a change in criteria for scholarships since a student had been awarded a scholarship that did not meet minimum requirements. Dr. Monteroso did confirm they are looking into a name change to a more student friendly name and that there were no changes in the scholarship requirements.

Dr. Monteroso shared that the Cabinet is aware of this issue these discussions are happening regarding the best way to disseminate information most efficiently.

Joe Gilbert questioned the recent Performance Management Feedback emails that recently went out. These requests were met with some concern from many employees. Question: Why are my co-workers allowed to anonymously give feedback to my supervisor? If someone has something negative to say, the employee does not have the opportunity to respond or have any means to explain why that employee may have a negative view. It's an unfair process. 1. If this is to continue, employees have the right to see what is being said about them. If it is positive it is a morale booster. If it's negative the employee should have

opportunity to refute or explain the circumstances. Although, it is said this is not part of the evaluation process, any negative feedback will now be stuck in the supervisors head at evaluation time. Joe Mills mentioned that he believes the purpose of the feedback was to receive positive feedback not negative. This process needs reviewed. Dr. Monteroso will look into this matter. Suggestion that HR visit the next meeting to explain this process and its true purpose at next meeting. The question arose, "Are we paying for Bamboo and why? It seems like we are paying for a service that should be handled by the department. Are we getting our money's worth with this system?"

III. ACCE Update--Yodev Ocasio – not available

IV. BOG Update--Ryan Glanville – Short meeting discussing enrollment (down in application, up in housing apps), doctoral program with Fall start date approved.

V. Election Committee Update-Need volunteers for the Election

Committee – reps and staff encouraged to reach out to people in your areas to gain interest in serving on the committee.

VI. OLD Business-Terrific Topper-February Nominees – Tom Estlack was nominated by Tammi Secrist- In his duties as Web Designer/Webmaster, he came across a form that was being used for students. It asked for personal data and it was loaded into a non-secure form. Had someone with bad intentions realized this was happening, a number of our students social security information, bank account info. etc. could have been compromised. He not only found the issue but worked to correct it and educate those on how to ensure it doesn't happen in the future.

Kayla Waialae was nominated by Sherry Rocchio- Kayla has been a wonderful asset to the graduate studies program. She works hard as the Program Coordinator and does a wonderful job. She has gone above and beyond in helping myself and all the enrolled students making the admissions process easy.

VII. New Business:

a. Low Morale on Campus-What is causing it?

b. What can we do to raise it?

Discussion surrounding lack of transparency from administrators makes employees feel not valued. Compensation-raises were not fairly distributed. Those who at the top of their quartiles or over got \$0- this tells employees that their work to WLU is worth nothing, not even 25 cents. Many who should have reached mid-point by now are still in the lower or minimum quartiles. Yet, newly hired people are coming in making the same or more than people who have been here for years and worked hard to see an increase that never happens. It states in our compensation policy that part of our compensation is based on performance, yet we are told

that evaluations do not play a part in our compensation. Even though the compensation is not where it should be, a benefit to working at WLU was the benefits. Now with the new PEIA bill on the floor, we not even have that.

There used to be more gatherings where people mingled with people from other departments. Now at gatherings, people tend to stick in their own groups from their own departments. Ryan and Kate mentioned that there are so many events and activities that staff do not take advantage of. We need to try to start supporting our co-workers in their efforts to plan these events. It's a lot of work and to see a low turnout is disappointing. Ryan mentioned the African American Read-in. They had light refreshment and a few speakers and there were not a lot of staff who came to support. Supervisors should be encouraging a work-life balance in these situations and helping their and encouraging their staff to attend, even if that means covering the office for them so they can attend an event once in a while. Discussion of the possibility of having another Staff Picnic at the end of the semester.

How do we hear from others on campus? No one likes to fill out surveys and we get little response from them. Group Reps are asked to work together to set up "listening sessions" with staff who would like to share why they think the morale on campus is so low. This information will be shared with Interim President Monteroso so we can begin to work towards a positive work environment.