

STAFF SENATE MEETING MINUTES

Thursday, December 15, 2022

9:00 a.m. – 11:00 a.m.

Virtual via Webex

I. Call Meeting to Order

II. Old Business

- A. Minutes – November minutes approved.
- B. Staff Senate Talk Back Lunch Update - Due to the break, we will not have a talk back lunch in December.
- C. Staff Survey Report and Discussion – Had lots of responses and good participation. Results were shared with administration. Results will be posted on the website soon.
Seth Gordon's report:

Brief Survey Demographics:

- Sent to 1138 people in August 2023
- 388 responded, 34% response rate
- Respondent characteristics:
 - 53.5% do not supervise
 - 29% supervise
 - 22.6% classified
 - 64/5% unclassified
 - 5.3% claim veteran status
 - Time at WSU:
 - Less than 1 year 5.86 % (19)
 - 1-2 years 4.01% (13)
 - 2-5 years 11.42% (37)
 - 5-10 years 17.90% (58)
 - More than 10 years 60.80% (197)
 - Full report on gender identity, race/ethnicity, sexual orientation will be released.
 - Most identified as woman
 - Most identified as white
 - Most identified as heterosexual

Survey Results:

- 56% are satisfied with their job at WSU.
- 83% do work beyond what is expected, and many comments did mention workload being a challenge.
- 55% agree departments are improving processing.

- 69% do not feel like they are fairly compensated.
- 32% are open to opportunities.
- Top issues that currently concerning people regarding their position are salary, workload, advancement, and university direction.
- Performance evaluations are being done somewhat regularly.
- There is a lot of support in general and people do feel that they are supported by their supervisors.
- A lot of sentiment regarding the loss of and retaining talented employees.
- Many do feel that there are opportunities for promotions.
- Remote work was a very important topic for many. They want the option and at least a discussion of the possibility. There were some comments on fairness of who gets to work remote and who doesn't.
- University leadership is communicating the vision now, this survey was pre strategic plan.
- Dr. Amy Thompson is at WSU now, and many feel she does a very good job.
- Some comments on feeling that there is a division between their unit and senior leadership.
- People do feel that we do promote a diverse and inclusive environment, but not universally. There were a few strong comments that ageism and sexism were present. 80% knew how to cope with that or where to go to address those issues.

Emerging Qualitative Themes:

- Compensation (low pay or issues with pay)
- Increased workload
- Remote work inconsistencies in approach
- Toxic work environment – mostly macro level
- Communication: loss of the List Serve
 - Less prevalent but present was lack of transparency in communication
- Ambivalence/Distance of senior leadership to staff

Overall Summary:

- Low pay, increased workload and a lack of opportunity are salient features
- A perceived disconnect with senior leadership and somewhat with each other (silos) coupled with the above contribute to low morale.
- General satisfactions with division/unit.
- Opportunities for remote work are highly valued.

Discussions/Solutions:

- What can we, as staff, do to support each other?

- What kind of changes can staff senate realistically advocate for?
- How can we work collaboratively to address these difficult issues?

Discussion:

- We are working with HR to address in new employee orientation what staff/faculty senate are and how to get involved.
- In the past, Classified Staff Advisory Council would get names of new employees and would reach out to the new classified staff. This is a possibility to do this with and will work with administration to get this information.
- List Serve – we do not have a problem with bringing this back up to administration, but this is more than likely to not return. We need to start thinking about other ways we can reach people. There is an unofficial Facebook group for those that are on Facebook. Staff Senate has a blog now. You can reach out to Staff Senate to put information in the blog. Staff Senate will send out an email, you can opt out to unsubscribe if you wish. Student Involvement is looking at expanding the use of Engage. Engage is where events can go, and mostly it's events for students, but it could be any type of events that could go there.
- Does University administration have any plans to assessing various constituent groups on how remote work is going since we've been doing this for a while now? What improvements that might be able to be made? This would be worth bringing it up to administration. Have not heard any discussion on remote working going completely away. HR is discussing a remote work policy and looking at various communication platforms for those working remotely. We can investigate how many has been denied with HR and the reasoning for it.
- Some of the issues that came out from the survey are industry wide not just unique to us. There may be opportunities to look outside for strategies to address some of these issues.
- Dr. Edwards discussed the budget in our meeting in September. She shared that we had to take 15 million out of reserves, and she wishes she could give everyone a raise across the board and what they deserve. However, this is not where we are now to be able to do that. She was open about if this impacts your decision on remaining at Wright State, you must do what is best for you and your family, and she understood that.
- The best thing we can do is work towards improving communication working with each other. We will need to be solutions oriented. We have to be willing to bring things to the table about what this looks like for us, given the fiscal realities of where we are we just can't say, give us more money and everything will be better.
- It's important to point out to the wider audience, especially new people that when Staff Senate, particularly the executive committee, meet with

Emily Hamman and we are not meeting with Human Resources. Her function with Staff Senate is the Senate's liaison to the administration.

- While we are slowly gravitating towards a more efficient organization, we are still doing a lot of things inefficiently such as the lack of voice over ip. There is no real strategic mechanism to get real time data, etc. We can look at discussing how to create a more efficient system to help eliminate the Raider run around that Dr. Edwards had mentioned.
- We are working on having Dr. Edwards come to a Senate meeting in early in the year.

D. Parking Policy Updated

- A new thing that was added by the university is on the policy website there is a tab for proposed policy changes. You can review proposed policies that are under consideration, including the new proposed parking policy. There is a form where you can provide feedback on any of those policies.
- Working on getting policy and web pages to be in line with everybody's My Parking account. Hopefully that now all of it agrees with one another and ends the confusion. Thank you to all those involved.

III. New Business

A. Chair's Report

- Biometrics Screening – working on getting more available. Look for an email in January.
- Additional flu shots will not be offered. So, if you are looking for a flu shot, the suggestion is through your doctor or clinics.
- Active searches – VP for Advancement, Dean for Raj Sooin College of Business, Dean for College of Engineering and Computer Sciences and Associate Vice Provost for Adult and Online Learning.
- Strategic Plan was presented to the Board of Trustees and accepted. The plan is for 2023-2025 and available on the website.
- Board of Trustees approved for the Honors Program and Graduate School to combine. They will be working on that next year.
- Debbie Lamp took the vacancy for Staff Senate representation on the Bookstore Committee.

B. Officer's Reports

- If you have not voted for the door decorating contest, please visit the blog and vote. Thank you to the Community Coalition Committee and all the participants.

- C. Standing Committee Reports
- D. University Committee Rep Reports

IV. Open Commentary

- A new thing that was added by the university is on the policy website there is a tab for proposed policy changes. You can review proposed policies that are under consideration. There is a form where you can provide feedback on any of those policies.
- University is hosting a Holiday gathering on Monday from 10-11 in the Endeavor Room. There will be food and drinks. Please bring a donation to the Raider Food Pantry if you are able to do so.
- The advising office receives a lot of transfer calls, and they are not necessarily the right place for the call. When making transfer calls, please wait for the new phone number to pick up to be sure that the call is routed to the right place. This would be where we can have better communication and have better knowledge of what departments do, so we can better serve students.
- Share with the administration that when concerns given on surveys and feedback not addressed that it is dissatisfying when nothing comes from it. As for Staff Senate, feedback given to the senate will get a response.
- Also concerns of websites being out of date. A good example of a good communicative website is the University's Library site. You cannot escape "Ask a Librarian" prompt. If you have an issue on outdated information, you can fill out the web support form and submit the issue to the web team. It is also suggested that departments need to do a thorough review of their website to make updates.
- Phone numbers in the directory. HR handles this. You can email humanresources@wright.edu.

V. Schedule Reminders

- A. Staff Senate Executive Planning Meeting 1/5/2023 9:00 a.m.
- B. Staff Senate Executive Meeting 1/12/2023 9:00 a.m.
- C. Staff Senate Meeting 1/19/2023 9:00 a.m.

VI. Adjourn