

Staff Senate Minutes

November 4, 2022

- I. Welcome
 - a. Ashleigh Eickhoff called the meeting to order at 8:35 a.m.
 - b. Members present: Susan Abrahams, Amanda Cole, David Dowdy, Ashleigh Eickhoff, Laura Lea Fossenbarger, Peggy Groff, Austin Guhde-Egger, Phillip Hensarling, Skye Hicks, Jessica Hopper, Samantha Jensen, Angela Mandl, Katherine Martin, Laura Mather, Angela Seidl, Brenda Trail, Paul Trana, Kathy Tynon, Kira Vredenburg, Marci Wilroy

- II. Modifications to the Agenda
 - a. No modifications to the agenda. Samantha Jensen made a motion to approve the agenda; Peggy Groff seconded. Motion carried.

- III. Approval of Proposed Minutes
 - a. No modifications to the October 2022 minutes. Peggy Groff made a motion to approve the minutes; David Dowdy seconded. Motion carried.

- IV. New Member Introductions
 - a. None

- V. Guest Speaker
 - a. Paul Trana presented results from the Great Colleges to Work for Survey
 - i. It is done every two years (2016, 2018, 2020, 2022).
 - ii. In 2015-2016, a cultural enhancement program was put in place to improve the morale and climate for faculty and staff.
 - iii. Work groups have provided ideas for how to improve areas of concern in the past. Eickhoff and Trana invited suggestions following today's survey data.
 - iv. Survey results are confidential. The school does not know who responded.
 - v. Response rate has gone down since the last survey in 2020, mostly among non-exempt staff. People self-report their job category and people may have selected exempt vs. non-exempt incorrectly.
 - vi. We discussed the fact that maintenance and custodian participation in the survey is extremely low because they don't have time to sit on a computer due to their job duties.
 - vii. 73 positive / 12 negative for job satisfaction & support – we're doing well compared to our peer institutions
 - viii. Overall, the dimension responses have improved towards positive results.

- ix. Higher performing dimensions in 2022: Supervisor/Dept. Chair, Mission & Pride, Faculty & Staff Well-being
- x. Lowest performing dimensions: Performance Management (feedback in reviews and professional development), Faculty Experience, Tie for 3rd-Communication/Senior Leadership
- xi. We are below other peer institutions in some areas and above in other areas.
- xii. Summary – Overall we are satisfied with our supervisors and have pride in our institution; we need improved pay and transparency and communication, especially in performance management.

VI. Elected Officers/Area Representatives/Department Update

- a. We discussed problems with food from the cafeteria and the lack of upkeep around the Student Center. The hot water heater failed which caused the water softener and dishwasher to fail. Parts are on order from the contingency maintenance budget.
 - i. Students are not happy with dining options. They complain to One Stop and others. They report they are getting sick from food. Fresh Ideas took ownership of the dining area; Facilities Services is not responsible for cleaning that area. Fresh Ideas is supposed to clean and empty trash in dining area.
 - ii. We have 1 more year on contract with Fresh Ideas.
 - iii. Send specific instances of problems with Fresh Ideas to Ashleigh E. so she can report them.

VII. Committee Updates

- a. Campus & Community Engagement
 - i. Ran out of cookies to hand out for the October 20 event.
 - ii. Dr. Evans and wife will speak on Tanzania on December 1.
 - iii. Christmas goody exchange for staff and students – possibly on December 8
- b. Casual Day – David Dowdy reported that donation items for the Peru Daycare came to a total of 60 packaged items. This month, we are collecting items for PSC Student Cold Gear.
 - i. The question was raised of do we want to wear stickers again showing what we are donating for? Or do we not need them since we collect donations all month?

VIII. Student Senate Update

- a. Philip Hensarling, Student Senate President, attended the meeting.
- b. Peru is hosting a Leadership Conference on November 4-6 for the Student Senates of all three state colleges. Other colleges arrive tonight.
- c. The application is open for Student Trustee.

- IX. Old Business
 - a. Area Rep nominations and elections - form to vote is open until this afternoon.
 - b. Past Fundraising money – no new updates

- X. New Business
 - a. Great Colleges to Work For Survey – see above
 - i. Takeaways – Eickhoff: we’re invested in the mission of Peru but we don’t want to accept mediocrity. Raise the standards back to what we used to be.

- XI. Correspondence
 - a. Thinking of You/Condolences
 - i. Dr. Rich Clopton

- XII. Announcements/Open Forum
 - a. FCCLA Leadership Conference on campus today.
 - b. Vote for Garrison Dodge for All-State

- XIII. Eickhoff adjourned the meeting at 9:50 a.m. The next Staff Senate meeting will be on Friday, December 2, 2022, at 8:30 a.m., in the CATS Conference Room.