



All-Staff Meeting

September 28, 2017

The logo features the words "STAFF COUNCIL" in a bold, sans-serif font. "STAFF" is white with a dark blue background behind it, while "COUNCIL" is a solid brown color. A thick dark blue horizontal line runs beneath the text.

STAFF COUNCIL

JOHN CARROLL UNIVERSITY

Mission Moment/Reflection

Open Forum

Staff Council Priorities

In order to focus our work this year and to respond best to the needs of our colleagues, the Staff Council Executive Committee has outlined the following priorities:

1. Foster staff morale
2. Enhance visibility of Staff Council's advocacy efforts
3. Promote communication efforts with the Senior Leadership Team

Progress on Priorities

1. Staff Council has appointed staff members to all committees related to Collaborative Governance, HLC Committees and most other university committees, and as Staff Resource persons to the Board. Representation on these committees is a critical avenue for advocacy.
2. Dennis Hareza has agreed to serve as the liaison between Staff Council and the Senior Leadership Team. Executive Committee met with Dennis on 9/21/17
3. In addition to community building efforts, Staff Council is supporting the development of Employee Resource Groups which will provide opportunities for identity-based support and networking. An effort, we believe will contribute to staff morale.

**In what ways can Staff Council
contribute to staff morale and
increasing trust with Senior
Leadership Team?**

Employee Resource Groups

Mission Statement -Through a collaborative spirit, ERGs at JCU will support and build community through opportunities for networking and professional development offered to staff across campus. ERGS will provide a space where staff from historically underrepresented populations and generational groups, can find community and support. All groups are aligned with the Catholic Jesuit mission and vision of the University. *(All current and future ERGs are subject to the approval of the Staff Council Executive Board.)*

Vision Statement - Staff Council envisions a university community that is supportive to all staff in their journey of self, professional, and socio-cultural identity development.

Current ERGs

Staff of Color

Spiritual Diversity

LGBTQ+

Generations (split into three subgroups - Millennials, Generation X and Boomers)

Contact Eric Eickhoff (eeickhoff@jcu.edu) or Salomon Rodezno (srodezno@jcu.edu)

Representation on University Committees

- Staff Council has appointed representatives to all UCCG committees, HLC committees, Board of Director committees, and other major university committees
- Information Sharing
- Reports from Board of Directors Committee Resource Person
- Presidential Search Committee
 - What questions do you want asked of Presidential candidates?
 - Submit questions to staffcouncil@jcu.edu

Communications & Assessment



Dual purpose: **transparency of information** and **measurement of progress**.

- Monthly e-newsletters
- Staff Council website
- Questions & Answers
- Meeting notes, minutes, recordings
- Communication with Senior Leadership Team and others
- Staff surveys and other assessments

Please tell us **what** and **how** you need to hear from us. We are listening.

Community Building & Networking

Signature Monthly Events

- First Friday Coffee Hour
- Lunch Hour
- Happy Hour

Other Events

- Homecoming & Family Weekend
- Cleveland Sporting Events
- Mission-Centered Opportunities

Membership, Governance, and Finance

- Allocations of Budgets to Sub-Committees Made
- Membership
 - Review of Election Process and Moving Forward
 - Staff Council Positions can be Viewed On Website
 - Appointments in Vacancies
- Review and Proposals of Bylaws
 - Removing from Constitution and Creating a Separate Document
 - Addition of the ERGs to the Bylaws
 - Reviewed by MGF to then be Accepted by Staff Council

Mission and Advocacy

- Mission Monday in Inside JCU
- Campus Colleagues & welcoming our new community members
- Clarification on Mission Leave opportunities

Recognition

With the departure of Megan Dzurec, Eric Eickhoff will serve as chair of the committee until a full time replacement is found.

Due to unforeseen circumstances, the committee has not met. It will meet tomorrow, Friday, Sept. 29 at 2 p.m.

Main goals continue to be create more meaningful and ongoing recognition program for staff and enhance the Staff Excellence and Recognition Awards (Spring 2018).

Upcoming Events

Fri, Oct 6, 8:30am-9:30am: First Friday Coffee Hour

Murphy Residence Hall Lobby

Thu, Oct 12, 5:00pm-7:00pm: Staff Happy Hour

Slyman's Tavern, Beachwood

Fri, Oct 13, 9:30am-3:00pm: Staff/ Faculty Retreat (Mission Leave opportunity)

Homecoming

Thu, Oct 19:

Deadline to register for Door Decorating Contest

Sat, Oct 28, 11:30am-1:30pm: *BlueStreak* Tailgate - \$10 Food Voucher

Interested in Joining Staff Council?

- Open Positions/Appointments
 - Vice-Chair of Recognition
 - Appointments to HLC Committees
 - Criterion 1: Mission
 - Criterion 4: Assessment
- If interested, contact Lisa Brown Cornelius at lbrown@jcu.edu

Stay in touch with Staff Council

We want to hear more from you!



staffcouncil@jcu.edu

Staff Council Statement on Financial Restructuring and Current Feelings of Staff



The institutional changes that occurred during the past few months have had a profound impact on the staff. Through retirements, position eliminations, and position restructuring, many talented and knowledgeable colleagues have left JCU and are, and will continue to be, deeply missed. These changes have created confusion and stress about organizational structures and job responsibilities. At the same time, staff members are assuming additional responsibilities and welcoming newly-hired colleagues. Staff Council has heard from many that they continue to be fearful about the future while searching for a new normal in the current environment of an interim President, the implementation of a new governance structure, accreditation preparation, and the introduction of policy changes (to name a few).

We have also heard appreciation for the increased communication and transparency modeled by interim President Jeanne Colleran and EVP & CFO, Dennis Hareza. We hope this communication will continue as Staff Council serves as a consultative body to the Senior Leadership Team. We also ask continued recognition of the deep impact of the past few months and patience as we all work to move forward in the best interests of our students and the university.

QUESTIONS?