



All-Staff Meeting, May 23, 2019

Meeting convened at 2:07pm.

Eric: Introduction and Overview

1. Mission Moment: Mary Ellen Riley
2. Strategic Planning Group: Todd Bruce
 - a. Higher Learning Commission update: visit went well, much of that was due to people in the room that assisted with the visit; thank you for all of your work.
 - b. Strategic Planning: in previous years, we had a community forum on this
 - i. Developed structure for Diversity office
 - ii. Established the Boler College and 2 new schools within the Boler College
 - iii. Expanded the College of Arts & Sciences Professional Development program
 - c. 2019-2020 plans:
 - i. Cross-divisional student-led outreach program for commuters
 - ii. Student engagement tracking software
 - iii. Funding for Employee Resource Groups
 - iv. Online diversity and inclusion training
 - v. Development of 2020 strategic plan
3. Human Resources update: Jen Rick
 - a. Silver Circle inductees
 - b. Performance management update:
 - i. Realign performance management cycle; make it more logical; allow for goal setting and review/reward
 - ii. 2020 improvements to performance reviews:
 1. Alignment to merit/discretionary pay adjust
 2. Clarity of ratings: not meeting expectations, building performance, fully successful performance, leading performance
 3. Timeline changing to the spring with delivery in May
 4. Employees create their own goals
 5. Goals review throughout the year
 6. New in role options
 7. Human Resources review prior to delivery

- iii. 2019 interim reviews:
 - 1. Opportunity for feedback, to reset goals, no ratings
 - 2. Re-aligning the timing
 - 3. 4 questions with responses; a vehicle for conversation
 - c. Updates on compensation study:
 - i. Meetings with key division leaders/stakeholders are taking place
 - ii. Anticipated end of study - August 2019
 - iii. Once implementation plan is approved, it will be shared
 - iv. Goals include: create a compensation philosophy, tasks for staff and faculty, recommendations and implementation
- 4. Open Forum/Questions
 - a. No questions
- 5. Update from Chair, Eric Eickhoff
 - a. Congratulations to the Membership, Governance, & Finance Committee for a successful 2019 Staff Council election cycle
 - b. Welcome to newly elected Staff Council members
 - c. Ad-hoc committee focused on administrative assistants
 - i. Focused on the experience of administrative assistant professionals;; ways to integrate them into the campus community, as well as ways to recognize them; data-driven
 - ii. Co-Chairs: Brenda Bailey & Lauren Fraser
 - d. Campus Wide Committee Representation
 - i. Katie Jansen: Food service contract committee
 - ii. Angela Krueger: Search for VP for Inclusive excellence
 - iii. Sal Rodenzo - Search for CFO
 - iv. April Skurka: HR Compensation Committee
- 6. Communication & Assessment, John Ambrose
 - a. Special thanks to committee members
 - b. Assessment survey and raffle entry links will remain active through Friday, May 31:
 - i. Please complete survey, takes 10-15 minutes; important to have your voice heard; data will be aggregated and compiled into 2018-2019 Assessment Report; this Report will be made public and shared with the Senior Leadership Team
 - ii. Committee will become the Communication committee on June 1
- 7. Community Building & Networking, Lisa Ramsey
 - a. Special thanks to committee members
 - b. Thank you to departments for sharing their spaces to host First Friday Coffee Hours through the academic year

- c. Thanks for all who attended Staff Council-sponsored events: Barrio food truck, First Friday Coffee Hours, etc.
 - d. New committee members: James Burrows, Trent Maverick, Pam Zangara
 - e. Kick-Off Picnic for the new academic year : Wednesday, August 21 from 12-1pm in Keller Commons
8. Membership, Governance, & Finance, Brendan Dolan
- a. Thank you for staff engagement in election process
 - b. Budget review: Committee has built out Staff Council's next 3-year budget, identified areas it would like for continued expansion (ERGs, events, etc.)
 - c. Bylaws and constitutional progress for the future; if you have suggestions or interests, please make Staff Council aware of them
 - d. Amy Zucca taking over as Committee Vice Chair next year
9. Mission & Advocacy, Melanie Moss
- a. Listening sessions held in March and November; data/feedback will be compiled and included in annual Assessment Report
 - b. Management of the Campus Colleague Program will transition back to Human Resources in August 2019
 - c. Special thanks to committee members
10. Chair-Elect, Eddie Carreon: Employee Resource Groups (ERGs)
- a. Maintained 6 ERGs this year
 - b. Added a "working parent and guardian" ERG
 - c. Stronger relationship with Human Resources; more supportive of ERGs
 - d. More engagement with students and faculty colleagues, as well
 - e. Eddie has engaged with colleagues at other companies and universities for benchmarking purposes; continue to grow and develop these groups
 - f. With restructuring of Staff Council, management of the ERGS will transition to Vice Chair of Diversity, Equity, & Inclusion
 - g. Special thanks to ERG facilitators and co-facilitators
11. Center for Service & Social Action: Fatima Fun Day June 19, 2019
- a. Staff members who volunteer are eligible for Mission Leave
12. Staff Council Recognition and Excellence Awards: Salomon Rodezno, Vice Chair of Recognition
- a. Special thank you to outgoing Staff Council members
 - b. Milestones: staff members who have served the University for 5 years, 10 years, 15 years, 20 years, 25 years/Silver Circle, & 30 years
 - c. St. Ignatius of Loyola Leadership Award: Gail Roussey
 - d. Archbishop John Carroll Award for Learning: Faith Whitworth
 - e. New Staff Member of the Year: Brenda Bailey

f. Staff Member of the Year: Anna Hocevar

13. Closing Remarks, Eddie Carreon

- a. Special Recognition of Staff Council Outgoing Chair, Eric Eickhoff
- b. Reminder: Fridays remain Blue & Gold Days during the Summer
- c. Please join us for refreshments and fellowship in the O'Connell Reading Room

Meeting concluded at 3:06pm.