

Meeting Minutes
A&S Staff Association Meeting
Tuesday, August 29, 2:00–3:00 p.m.
HM300

- I. Call to order (Joshua Boydston)
- II. Dean's Remarks and Q&A (Dean Touron) [end by 2:30]
 - A. Dean Touron expressed excitement about students returning and appreciation for the work that the staff of A&S has been accomplishing.
 - B. Emphasized the critical aspects that A&S provides to students, specifically in the diversity of perspectives that A&S brings forth. Moving forward, Dean Touron wants to create visibility in the values and critical nature behind A&S to other parts of the university.
 - C. She wants to create a healthy community amongst the unit and foster positive communication within each section of A&S: students, staff, and faculty.
 1. Requested that members will express issues and provide feedback on all aspects of the unit.
 2. In respects to the budget her approach going forward is twofold: how we can adapt to the current budget and how we can advocate for more. Would like to create the budget based on values and mission to the unit.
 - D. She wants to focus on prioritizing undergraduate student success from the student's initial admission. Create social mobility for students through their college experience. Student missions, research/scholarly learning, and community engagement are all important areas to focus on moving forward.
 - E. Estimates that it may take up to a year to fully take on all aspects of A&S and be knowledgeable about the different issues.
 - F. Asked about the differences between interview tour versus arriving and entering into the position.
 1. Dean Touron stated that the honesty she witnessed prior to arriving about the issues facing A&S allowed her to feel that she could see herself helping to create solutions and improvements.
 - G. Asked about the centralization of advising and how the communication from advisors to upper administration will be seen.
 1. Dean Touron expressed that the initial proposal has since changed and with more solutions from within the unit that can be brought forth, she stated that it can lead to a way that everyone can come to a collaborative solution.
 2. The initial centralizing presentation created miscommunication issues that hurt the advising staff and she would like to be an advocate for the staff moving forward.
- III. Approval of May 2023 meeting minutes (Joshua Boydston) (42 yes, 0 no, 0 abstain; unanimous vote yes)

- IV. Remote Work Policy (MaryPat Chiavaroli) [end by 2:40]
 - A. It has been requested to make exceptions to this policy from various staff members.
 - B. Dean Touron is looking into either keeping the same remote policy or if it needs to be revised; general feeling is that it can be done based on position and responsibilities.
 - 1. A survey is being sent out to supervisors about the policy.
 - 2. Comes down to a supervision issue; there are arguments on both sides; need to be aware of equity among departments and staff members.
 - 3. Look for a policy within the next few weeks.
- V. Committee Reports
 - A. Activities Committee (Mary Elliott & Cynthia Houchens) [end by 2:42]
 - 1. Introduction of new committee members (Sydney Miller, Sierra Kronka, Maria Blair); Cynthia Houchens new committee co-chair.
 - 2. Dean Touron approved an increase in Activities Committee budget (\$2,000 for AY2023–2024)
 - 3. Five Upcoming Events
 - a. Fall festival (request for different activities; line dancing was suggested) proposed for occurring at the end of September.
 - b. Date and Time TBA
 - B. Professional Development Committee (MaryPat Chiavaroli & Brandon Harwood) [end by 2:44]
 - 1. Workday training- two sessions (one virtual; one in-person).
 - 2. Requesting feedback on trainings and Workday.
 - C. Staff Grievance Committee (Janna Tajibaeva & Camille Woods) [end by 2:46]
 - 1. Incogneato (A&S website) allows staff members to submit grievances anonymously to the upper administration level.
 - 2. Email grievances can also be submitted (asgrievance@louisville.edu) and looked into on the staff level.
 - 3. No current grievances at this time.
- VI. Compensation Study (Joshua Boydston) [end by 2:56]
 - A. Not enough time to devote to a discussion about what to do as a body in response to the compensation study during meeting.
 - B. Straw poll on responsiveness to creating a response from ULASSA body (majority voted positively)
 - C. Discussed creating a form in which staff can submit concerns about study and will be compiled into a general response.
- VII. Other business [end by 2:59]
 - A. No New Business
- VIII. Motion to adjourn [end by 3:00] (42 yes, 0 no, 0 abstain; unanimous vote yes)