

Staff Morale and Community Outreach

The SMCO Committee met via MS Teams on August 20, 2020

Attendees: Skip Hurley, Jessica Key, Angela Ren, Melissa Taylor

Committee Business

Committee meetings occur the third Thursday of each month. Due to an ongoing schedule conflict, the time will be moved from 11am to 2pm.

It was suggested the name of the committee should be changed due to confusion on the meaning of Community Outreach. The committee recommends updating the committee name to Staff Morale and Engagement to better reflect the focus on communication with and advocacy for staff.

COVID-19

Students have returned to campus and mask compliance varies. Staff have many varying opinions and questions about the optional testing available on campus.

Staff Morale

The committee has been tasked with assisting in the filling of vacant Senate seats and encouraging committee participation among senators. The committee recommends broader communication for open seats such as a note in UofL Today rather than only a note to constituents in the area of the vacancy. Priority can be given to those who work in the area of the open seat, but individuals who may not have known of the opening otherwise could potentially fill a void. The committee also discussed the process for joining the Senate. We agreed the sales pitch/campaign paragraph required to apply is awkward for many and may turn people away from serving. We suggest coming up with more of a form application where the potential senator can fill in years of service at the university, interests, volunteer experience, etc. The paragraph stating qualifications required to serve on a search committee, etc. may also be turning interested senators away who would be happy to serve where appointed or asked to join a committee.

The Office of Communications and Marketing has confirmed the results of the Fall 2019 Campus Climate survey will not be shared. The reason provided is the “huge shift” in climate on campus due to the COVID-19 virus response since the survey was administered. Another survey is scheduled for later this year.

Ideas were shared from suggestions received by an A&S morale committee. Virtual events such as a lunch and learn (even without a job-specific topic) received positive feedback. Monthly meetings with department deans/leadership could help with the perception of accessibility in areas where higher level positions are less visible in the day-to-day. A hospitality committee to welcome new A&S staff was suggested. This idea could easily be implemented by the Senate by requesting the weekly NEO roster from HR and having the senators of those areas reach out to welcome their new constituents.

Community Outreach

A template has been created for the Staff Senate informational flier to be shared with incoming staff at New Employee Orientation. A final draft will be approved by the committee before sharing with the Faculty Senate for addition of their portion. The final product will be provided to HR for distribution after sharing with the Senate.