

## **Staff Morale and Engagement**

The SME Committee met via MS Teams on June 17, 2021

Attendees: Kenneth Allen, Bobbi Carlton, Skip Hurley, Melissa Taylor, Mani Vangalur

### **Committee Business**

This is the last meeting with the current committee. The new committee will be announced when the new senators officially begin in July.

### **COVID-19**

Return-to-work and remote work were again discussed at length. More departments seem to be coming on board with offering remote or hybrid options moving forward. In many instances a blanket approach is being taken for an entire department rather than considering individual needs/requests as was the intent of the policy.

### **Staff Morale**

Mani is continuing to follow up with IR to obtain the results of the Spring Climate Survey. This survey was delayed from Fall 2020 due to COVID so we anticipate a Fall 2021 survey as well. Although there are two surveys in a rotation, it would be nice to have the Spring information to digest before the Fall survey is administered. IR placed a strong emphasis on transparency and the committee is striving to hold them accountable to this promise.

The drafts of verbiage for the note cards to new hires and retiring staff were unanimously approved by the committee, and Andrew is following up with Senate leadership for their review, input, and approval.

### **Staff Engagement**

The committee received the green light to begin implementation of the Peer Navigator program. Melissa will work to schedule a meeting with the Employee Success Center team to work out logistics of getting this program off the ground.