

## **Staff Morale and Engagement**

The SME Committee met via MS Teams on August 24, 2021

Attendees: Charles Carter, Tish Duvall, Andrew Grubb, Donna Hardesty, Skip Hurley, Ashley O'Neil, Melissa Taylor, Mani Vangalur

### **Committee Business**

This was the first meeting with the new committee for FY22. Introductions were completed.

### **COVID-19**

Melissa shared a letter from the Parents Workgroup regarding the need for flexible options while there is still so much uncertainty regarding COVID, Delta, and school format for children. SME was in agreement that flexibility with scheduling and remote work is still necessary whether UofL is in person or not.

Donna is checking with EHS for any updated guidance on quarantine/isolation requirements. Differing information seems to be available on university websites.

A question was asked about the consequences for not testing if unvaccinated. Ashley indicated the Dental School is following hospital protocols with a September 30 deadline for required vaccinations.

Clarification on statistics posted to the vaccine dashboard would be beneficial.

### **Staff Morale**

The welcome and retirement notecards were discussed. Andrew presented an idea before the meeting to send welcome emails to new hires and physical cards to retirees due to volume. Melissa reached out to Laura McDaniels for an average number of weekly NEO attendees (15). Based on this information, the committee would still like to proceed with the personalized touch of a physical card for new hires as well.

Mani and Andrew continue to work with IR to obtain the results of the most recent Campus Climate Survey. It is possible we will be asking the wrong area because IR administers the survey on behalf of another area. Mani now also serves on CODRE and will work to obtain the results for the committee. Andrew also spoke with IR, and it may be possible for SME to become an "official" results recipient when these surveys are administered. The committee will plan to meet with the IR team at the next SME meeting to discuss.

### **Staff Engagement**

Melissa met with Besty from Commonwealth Credit Union. CCU would like to partner with the Staff Senate for this year's winter food drive benefiting the Cardinal Cupboard. CCU would assist in marketing the food drive and place collection boxes at their locations in the area. The committee will invite Betsy to attend our October committee meeting.