

## **Staff Morale and Engagement**

The SME Committee met via MS Teams on April 15, 2021

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

### **Committee Business**

An official reading of the Committee's proposed name change was made at the April full Senate meeting. The change was confirmed in the April Executive Committee meeting.

Jessica's term will be ending in June, and she is not seeking reelection. The committee acknowledged we could have many changes in July. Mani suggested an in person location for our May meeting so we can meet everyone we have been working with this year before committee membership changes.

### **COVID-19**

The Cardinal Stadium vaccination site has done well with getting people through the process in a reasonable time. Members of the university community and our committee are taking advantage of the opportunity to volunteer at the site.

### **Staff Morale**

The committee received an HR question from university community member about the number of workdays per week. This person requested the option to work five 7.5 hour days, four 9 hour days, or three 12 hour days. In researching the idea, it was discovered some similar scheduling was put into practice when gas prices significantly increased after Hurricane Katrina. The committee discussed the proposal provided by the individual and in agreement this idea is similar to other schedule requests such as flex time and remote work where it would be permitted, but the final decision would likely be in the hands of the Dean/Director. Melissa later met with Human Resources and confirmed this type of scheduling is allowed, but must meet the needs of the department and approval is up to the individual supervisors.

### **Staff Engagement**

The committee is awaiting Senate leadership approval to move forward with the implementation of the proposed Peer Navigator Program.