

Staff Morale and Engagement

The SME Committee met in a hybrid On-Campus/MS Teams setting on June 2, 2021

Attendees: Kenneth Allen, Bobbi Carlton, Andrew Grubb, Skip Hurley, Jessica Key, Melissa Taylor, Mani Vangalur

Committee Business

This is Jessica's last day with our committee because her Senate term ends this month. We appreciate her service as our Vice Chair.

COVID-19

The committee discussed return-to-work/remote work at length and its impact on staff morale, recruitment, and retention. Our major concern is the trend seems to be away from the policy where work duties are the focus of consideration and instead it appears decisions are being made with a focus on perceived fairness regardless of job duties so everyone has to return full time to campus. We discussed the optics of recent news stories on the increase in tuition, CARES funds, and increase of state funding are not good when there has not been confirmation of the restoration of retirement contributions or a cost-of-living increase on July 1 for current employees. Brad Shuck's recent article on flexibility being the new, free competitive advantage for organizations was brought up. The increase of crime in Louisville, perceived safety on/around campus, and rise in gas prices was also mentioned.

Staff Morale

The Staff Senate note cards have been received. Andrew volunteered to draft card verbiage for new hires and retirees to be reviewed by the Senate leadership. Upon approval, Melissa will work with the Employee Success Center to obtain the necessary lists and contact information for distribution.

Staff Engagement

The committee is still awaiting Senate leadership approval to move forward with the implementation of the proposed Peer Navigator Program. Andrew will follow up to determine if we can begin the logistics necessary to put this plan into action.