

Commission on Staff Policies and Affairs

December 15, 2020

Attendees:

- Serena Young, Chair
- Curtis Mabry, ex officio
- Mary Helmick, Vice President of Finance representative
- Patricia Donovan, Staff Senate
- Judy Alford, Staff Senate
- Tami Foutz, Staff Senate
- Bruce Harper, Staff Senate
- Nicole Akers, Staff Senate
- Sue Teel, Staff Senate
- Joseph Baker, Faculty Senate
- April Myers, Associate Director, Governance Administration
- Debra Stoudt, Associate Dean, Academic Policies and Procedures
- Sarah Dreier-Kasik, Talent Development

Opening:

The regular meeting of the Commission on Staff Policy and Affairs was called to order at 2:01 p.m. on Tuesday, December 15, 2020 by Chair Serena Young. Laura Belmonte, Dryden Epstein, and Dani Chowen were absent. Margaret Radcliffe, Rajesh Bagchi, and Lisa Boothe were absent with notice.

Approval of Agenda

A motion to approve agenda was made by Judy Alford and Bruce Harper seconded.

Discussion

With no subcommittee updates, the meeting began with a Fast Track for Supervisors presentation by Sarah Dreier-Kasik from Talent Development. It consists of five modules with a blended-learning format and was launched January 8, 2020. The program included a development guide and coaching guide and consisted of one group of 37 and a second group of 40.

The Fast Track modules include:

Leading Self
Leading Others
Leading Teams
Leading Strategically
Leading Intentionally

COVID-19 changes led to a change in how the modules were presented, and Fast Track Fridays were launched March 18, 2020 and consisted of 30-minute presentations. A video channel was launched along with a LinkedIn Networking Group and self-paced learning materials. The enrollment numbers have been positive across faculty and staff.

Judy asked about policy and procedure training, particularly surrounding leave policies. Sarah offered that those topics are covered in Leading Strategically. Judy also asked about scenario-type training (i.e. for difficult conversations/employee issues), and Sarah shared that those topics are covered in Leading Others. Bruce stated that there is a reluctance on the part of some supervisors to allow for employee development, especially during work hours. He asked if this initiative helps reinforce that employee development is important. Sarah stated that Leading Intentionally particularly does reinforce this concept. Serena asked if there is anything being done to make this more accessible for wage employees. Sarah shared that there is nothing in place as of yet, but that it is a known issue that is being explored. Tami Foutz asked if these courses are required, and Sarah answered that training can be required by managers or Employee Relations, especially if there is a grievance involved. Employee Relations did help develop the program, and in early spring there will be a resource program provided for managers that does include Fast Track training. Sarah asked that CSPA members help promote and recommend the program and offered a link for those interested in enrolling.

Joint Resolution CSPA 2020-A:

As there were no changes or feedback requested following the first reading of the joint resolution CSPA 2020-A, Serena asked for a motion to approve. Nicole Akers made the motion, and it was seconded by Bruce Harper. Those attending voted unanimously in favor of the resolution with no nays.

Adjournment:

Meeting was adjourned at 2:31 p.m. by Chair Serena Young. The next general meeting will be at 2:00 p.m. on January 26, 2021.