

# MINUTES

## Commission on Staff Policies and Affairs

*Date | time* 2/28/2017 2:00 PM | *Meeting called to order by* Chair Robert Sebek

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### New Business

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#### **Bi-Annual Employee Climate Survey**

Ross Mecham, UOPD, presented the bi-annual employee climate survey to the Commission. Results were from the survey conducted in fall, 2015 and were presented for both on an overall university basis and broken down by type of employee. The next employee climate survey will be conducted in fall, 2017. Results are expected to be available by spring, 2018.

The Commission's approach to reviewing and analyzing the large amount of data provided will be to concentrate on university and classified staff vs. the overall university results. Emphasis will be place in reviewing results that represent less than 66.67% positive responses. All Commission members are asked to review the data and be prepared to continue discussions at the March meeting. Additionally, Ross Mecham will pull together trends back to 2009 for the commission to consider tendencies.

#### **Shared Governance Task Force**

The Shared Governance Task Force has referred to the CSPA an option for an additional performance measure to be added to employee performance plans regarding "service to the University". The Commission discussed the performance plan process specifically where optional competencies fall in to the overall performance plan process. Chairman Sebek will communicate with HR to achieve a better understanding of optional competencies currently offered through the standard performance plan template.

Chairman Sebek adjourned the Commission at 3:20PM.

Respectfully Submitted,

Mary Helmick

Vice Chair, Commission on Staff Policies and Affairs