

Minutes

Commission on Staff Policies and Affairs

November 18, 2014 – 2 p.m. – NEC Conference Room 3600

Present: Bonnie Alberts, Judy Alford, Catherine Caldwell, Mary Christian, Carolyne Dudding, Kim Dulaney, Sam Easterling, Jamie Hollimion, Hal Irvin, James McClellan, Janet Murphy, Alex Parrish, Julie Shumaker, Sue Teel

Absent: Osman Ahmad, Tom Kaloupek, Alexander Leonessa, Robert Sumichrast

Call to Order

The meeting was called to order at 2:00 p.m.

Alex Parrish, Chair, commended Lesa Young for preparing name tents, agenda and minutes.

Approval of Agenda

Agenda was approved as written.

Committee Reports

Judy Alford on CEOD shared that the committee is writing a document addressing religious holidays. This document is expected to be completed and moved from the working group to the full commission within the next couple of days. The plan is to have the final version distributed before the holidays. In the future this document can be distributed annually around the first of September.

There were no further committee updates.

University Climate Study

Hal Irvin distributed a handout which showed a comparison of climate survey results for 2011 and 2013. This report showed the number of employees responding and percentage of responses. Hal provided an overview of the results. Overall, the staff results increased from 2011 to 2013. Staff responses increased for 65 of 81 questions. Diversity questions scored lowest on the survey. Climate survey will be completed again in 2015.

Some discussion was held regarding the staff performance evaluations and the university staff increase. There was some concern about how the raise was communicated. Faculty received their letters before staff and this caused some complaints. Suggestion was made that all notifications be distributed at the same time in the future.

Adjournment

There being no further business, the meeting was adjourned at 3:20 p.m. The next meeting will be January 27, 2015, 2:00 - 3:30 pm in North End Center, Conference Room 3600.

Respectfully submitted,

Lesa Young
CSPA Support Staff