

MASON STAFF SENATE
 General Meeting Minutes
 Wednesday, March 1
 12:00pm-2:00pm

Fairfax, Innovation Hall 334; SciTech, Bull Run Hall 254; Arlington, Founders Hall 119B;
 703-249-8067

Members: Wajaht Ahmed, Stephanie Atkins, Lisa Bair, Susan Brionez, Rubi Chavez, Eric Fowler, Barbara Hill, Erin Iacangelo, Amanda Kennedy, Megan Kirk, Ann Moran, Jenna McGwin, Christopher Maier, Lindsey Olson, Lauren Reuscher, Christina Sanders, Tiffany Sandstrum, Dan Silver, Rebecca Stone, Al Underwood, Katara Wright

Absent with Notice: Wajaht Ahmed, Rebecca Stone, and Katara Wright

Guest Speaker

Guest Speakers:

Julian Williams, Vice President of Compliance, Diversity, and Ethics
 Jennifer Hammat, Title IX Coordinator

Business Meeting:

1) **Call to order** at 1:03

2) **Constituents' Time**

3) **Announcements**

a) From the Staff Senate

i) Committees

(1) Awards Committee: Seeking SciTech Volunteer for March Employee of the Month Presentation: Olga O'Brien, Freedom Aquatic & Fitness Center. Olga will be formally presented with this award by President Cabrera in the Community Room at the Freedom Aquatic & Fitness Center on March 7 at 1:30 p.m. Lindsey volunteered to attend on behalf of the Senate/Awards Committee.

a) From the floor

i) 3% Raise-Christopher

(1) VGEA announcement that congress has approved a 3% raise.

ii) Christina: Co-worker left behind an item in the Johnson Center. University

Information throws away anything that is left behind clothing related. There is no lost and found-not taking clothing. Considered a health hazard. Lauren: Best advice is to put left behind item where you found it and hopefully the person will return before it is tossed. Lauren can connect the person affected with a supervisor.

iii) Christina: Site Administrator for Cisco Spark and WebX. WebX like Skype. We could have a specific meeting room for constituents who want to join the meeting remotely, and only allow staff senators for the closed portion of the meeting. SPARK is more of a day-to-day instant message, video call—can join 25 people into call. You can have certain groups, keep files in the groups, share screens, and has a white board function. If your department is interested, email Christina. If you are in the pilot phase, the functionality may be interrupted.

2) **New Business**

a) Approve February 2017 Meeting Minutes

i) Motion, Seconded, Approved

b) Staff Appreciation Event

i) Attendance

- (3) SciTech: 40 attendees
 - (a) Raffle prizes wrapped up by tomorrow
- ii) Survey Responses-Chris
 - (1) What issues or topics are you interested in hearing about from the Staff Senate and Town Halls?
 - (a) Parking – Popular on Fairfax Campus
 - (b) Pay
 - (c) Student mentorship
 - (d) Dining
 - (e) University Policies
 - (f) Professional Development
 - (2) 2nd question (Check all that apply) Generally, I feel I am:
 - (a) Engagement Metric Indicator:
 - (i) 126 responses at Fairfax, 25 at Arlington, and 26 at Science and Technology
 - (ii) Overall less than 1% of staff responded
 - (3) Compared to Gallop Poll. In the US workforce 33% of US employees are engaged in their jobs. Averaging the numbers together, the University is performing near the national average.
 - (4) Next steps? Have HR send out a similar survey or have departments administer survey to their staff. With a larger response, we can see where there is room for improvement, and what we are doing good.
 - (i) We could improve on a mentorship program.
 - (ii) Work on involvement, being on a mission, or empowered.
 - (iii) But are these the correct metrics to judge engagement? These are the top reasons that employees in the US either stay in their job or leave.
 - (iv) Christina: Survey that goes to staff each year-could we work with them (maybe HR) to incorporate this into that survey? Also include a Likert scale. Disagree that we can improve on staff feeling empowered. Many people have left the university because upper leadership has shot down ideas. Some have left for a pay cut and longer commute.
 - (v) Eric: Quick, easy survey. It would be interesting to capture those who did not attend the Staff Appreciation Event. Small sample as it is, but we may not have captured those who are the most disgruntled or biased because they would not go out of their way to go to the event.
 - (vi) Lisa: This would have been a great tool for “Visiting Senators”.
 - (vii) Chris found the survey on LinkedIn. A picture was posted with an article “Employees tend to stay when they are...”
 - (viii) Christina: Partner with a grad student and do a project with them for a course and run the data so we have more knowledge of what questions were answered most commonly together, by this age group, gender, etc.
 - (ix) Jenna is an admin fro Qualtrics. Jenna would be willing to create something for the Senate. You can download the results in Excel or SPSS.
 - (x) Susan: If done at a Staff Appreciation Event have constituents complete the survey in order to get their raffle ticket.
 - (xi) Megan: Direction from here: Combine efforts with maybe HR on doing one survey. Look at the responses and what can we do something about? Research what makes one feel challenged, empowered, appreciated, etc?
 - (xii) Chris will head up a committee: Megan, Christina, Lisa, Jenna, and Lindsey (consultant)
 - (xiii) Would this be a better survey to send out with election ballot?
 - (xiv) Christina: Educate people more about the solutions to the answers

(xv) Megan: For sure, I would think people feel safe. I considered that the Litmus test.

c) Update from the Chair

a) **Old Business**

i) Town Hall/Strength Finder Lab/Spring Event Ideas

(1) Susan: Would be a nice opportunity for us to break the news for the 3% raise.

Megan: Invite JJ or Linda Harbor to a meeting to discuss the details.

Adjourn at 1:51

*Meeting documents

February Meeting Minutes

SAE Winter 2017 Survey Results

Next Meeting: Wednesday, April 5, 2017 ; 12:00pm-2:00pm (Bull Run Hall 254 (SciTech), Founders Hall B119 (Arl), and **Innovation Hall 334** (FFX))