

## Staff Assembly Council Minutes

March 16, 2012

Present: Diane Brady, Jay Bonham, Amy James, Regina Johnson, Lisa Magnarelli, Linda Michels, Tony Poccia, Anne Riffle, and Maureen Scoones

- I. Karen Leach joined the Council to continue the discussion on how we get the campus climate survey to a “5”.
  - A. We started the discussion on visibility of Senior Staff and possibly making them “more accessible”. Is there a way to put a mechanism in place whereby a senior officer could stop into an office on their way through and actually stop and say hello. Karen said that while she understands, it could be time consuming. She also told us that it is certainly something she has heard before.

Karen let the Council know that she does go out and meet new employees.

Linda Michels suggested President Stewart visiting people celebrating big service anniversaries (15, 20, etc) on the actual anniversary date. Karen liked the idea and said that structured ideas are great but just wandering and saying hello is difficult.

Amy James suggested a once per month visit by senior staff to their individual division offices.
  - B. Karen has suggested hosting a once weekly luncheon during the summer. What do we need to do to help push that idea and how do we encourage the senior staff.
    1. Anne Riffle suggested that we should provide name tags.
    2. The Wellness Committee might consider coming up with activities.
    3. What is the best overall location...The Pavilion by Milbank residence hall seems the best overall, but distance from majority of people was a concern and would folks have enough time. Karen spoke about employees using flex time...come in a half an hour early or stay half an hour later. Also, Pavilion offers minimal set up, weather protection, parking and area for games.
    4. When? Beginning after Reunions and ending beginning of August. Wednesday seemed to be the best day of the week.
    5. Karen said that we should probably plan for numbers to be high in the beginning and that it might slack off as folks go on vacation.
    6. Amy James suggested salvaging left over food. The council agreed.
    7. Maureen would like to announce this at the next Assembly meeting. Karen asked that we get an outline what we want so she can present it at the next senior staff meeting and ask President Stewart. If necessary she can circulate it electronically.
  - C. Karen’s second initiative is finding the “Bright Spots” on campus and highlighting them. Instead of focusing on the negative aspects and trying to fix them; find the positive situations and learn to build on them. Find these offices and talk to people and figure out

what they are doing to create such a positive workplace. Focus group to find out “Why do you love your job?”

Amy commented on the positive people with negative jobs that are still happy. Yet, there are negative people with a great working environment that are still unhappy. You cannot change human nature.

Can we create a history of things to look at to remind people why it is a good place to work. What are people doing here beyond their job? Find the 10 Bright Spot about working here.

Karen mentioned an article in the *The Chronicle*, listing the best colleges to work at. To get on the list there is a lot of data and work to get there. Too overwhelming to start at this point, but maybe next year? Showing what it is that makes Hamilton great.

Maureen suggested a poster of positive quotes that we change out a few times a year...

“Why I love working here...”

## II. Committee Reports

- A. Communications Committee has a mockup of how the new *Around the Hill* could look and what we can put in to it. Initial thought was a PDF, but Yvonne Schick reported that C&D would rather we did a webpage and Cathy Brown has said that her office would be happy to help out. The Council has agreed. HR is very much behind the entire idea.
- B. Employee
- C. Nominations –
- D. Wellness

I had to leave after the Communications report. Please fill in the rest and let me know. I'll get it on the website once you are all done.

Meeting adjourned at

RPJ