

## ISU Staff Council June 2018 Meeting

### Staff Council's Mission, Values, Role, and Staff Representatives Responsibilities

#### Staff Council Mission

We are an advisory body representing the staff. We consistently strive to enhance the working environment for staff within Indiana State University and surrounding communities.

#### Our Values

- a. **Facilitate** and maintain communication between Staff and University community.
- b. **Serve** as an advocate for Staff.
- c. **Disseminate** information to Staff.
- d. **Promote** and encourage community engagement for Staff.
- e. **Promote** a healthy, safe, and equitable working environment for Staff

#### Our Role

- a. **To increase** the sense of identity, recognition, and value of Staff in his/her relationship to the University.
- b. **To identify** concerns relating to Staff and work to seek solutions.
- c. **To provide** a line of communication among Staff, Faculty, and Students.
- d. **To integrate** Staff more fully into University Affairs.
- e. **To support** the University's mission as a supportive learning environment by promoting community engagement for Staff.
- f. **To foster** a culture among Staff, Faculty, and Students of mutual support, respect, and professionalism.

#### Our Role as Representatives

As elected representatives of the ISU Staff we are expected to:

- a. **Participate** in all phases of the Council business.
- b. **Serve** on at least one Standing Committee as appointed.
- c. **Attend** all scheduled meetings of the Council.
- d. **Initiate** communication among their constituents to encourage discussion of matters affecting Staff.
- e. **Give** notice to supervisor of meetings. Representatives will be in regular pay status for all required Council and Committee meetings.

**ISU Staff Council June 2018 Meeting**  
**List of Staff Concerns Submitted by Staff Council Members**  
**As of June 13<sup>th</sup>, 2018**

The following is a list of Staff concerns as reported by some Staff Council Representatives:

1. Current evaluation process needs to be revised
2. Staff need to have an opportunity to evaluate supervisors
3. Compensation
  - a. Need of adequate compensation for some ISU staff positions
  - b. There is a need of information dissemination to Staff about how a staff person's compensation can be affected if a person moves to a new position within the University.
  - c. ISU needs to pay the prevailing wages for Staff
4. There is a need to evaluate and update job classifications at ISU
5. There is a lack of upward movement in some Divisions or lack of clear definition of what it takes to move into a Senior Development Officer (no goal or outline as to the way to achieve this higher level.
6. We need to work to get Flex Time reinstated during the Summer (with some better guidelines – i.e. if you participate, you must have a backup contact so others on campus don't have to wait a day for anything pressing)
7. Work to get Work/Life Balance Program
8. Update the Staff Council By-laws regarding the Divisions
9. Need of training for supervisors who abuse their authority
10. Work closely with HR to support staff needs