

Andrews University

Staff Senate Minutes
December 7, 2020

<p>Present: Jennifer Burrill, Chair; Marsha Beal, Erica Bradfield, Martin Bradfield, Ashley Neu, Michael Nixon, Ben Panigot, Mona Sarcona, Rodrick Snow, Angela Sonnenberg, Kevin Wiley</p> <p>Regrets: Jameson Bangkai, Nestor Caceres, Laura Carroll, Myrna Constantine, Daniel Johnson, Steve Suinda, Noe Velez</p>	Members Present
The chair opened with prayer.	Opening Prayer
<p>MOTION: To approve the minutes from November 2, 2020. Approved.</p>	Minutes
Ben reported that Jose Bourget was onboard to organize monthly Staff worships. Only item remaining is clarifying how communication (email notice/zoom invite) will be handled.	Staff Worship
Mona gave a brief update regarding Staff Institute. The date is February 25. Our keynote speaker is Dale Henry. We haven't made any more plans at the moment.	Staff Institute Planning
Erica shared results of the staff senate engagement survey and asked for some feedback from the senate. Nixon shared that the major areas of stress seem to still be present. A lot of initiatives do not take hold, such as values or projects, when some of our foundational realities are such a cause of stress. A critical issue is to figure out how to address the major causes of stress in an effort to diminish those causes. One of the major stressors is money, and a thought was raised that when budget cuts are determined, instead of doing cuts equally across the board we need to prioritize what we need and what tasks can be cut to equal the funds being cut. Another frustration/stress is a lack of transparency. A lot of what happens on the third floor seems to be "shrouded in secrecy" and it's hard to understand what happened and the reasons which makes it easy to feel stress and hard feelings. A lack of transparency leads to people feeling like they're being targeted, or left to guess at the reasons why things happened.	Staff Engagement Survey

<p>Support was given to the “a la carte” benefits option and the ability of employees to choose the option that would best reduce or eliminate their stress points.</p>	
<p>Jennifer Burrill has spoken to Darcy de Leon and he is in favor of doing additional surveys. We put a taskforce together to look at the survey and update the questions to be relevant for today.</p> <p>The taskforce will be:</p> <ul style="list-style-type: none"> - Erica Bradfield - Kevin Wiley - Laura Carroll - Mona Sarcona - Ben Panigot 	<p>New Staff Engagement Survey</p>
<p>A taskforce looked at short-term options for building morale.</p> <ul style="list-style-type: none"> - Instagram page @worldchangingstaff where people have a place to have an outlet for updates for changes or updates for people’s lives. <ul style="list-style-type: none"> - This would require some instagram tutorial. - People could give updates by tagging @worldchangingstaff, that would allow the administrators to post the photo on the official @worldchangingstaff page. - Marsha is also going to work on getting an equivalent facebook page set up. - a pep-rally in the mall area outside - online classes <ul style="list-style-type: none"> - cooking demonstration. - Themed crafts etc. 	<p>Ideas for increased morale</p>
<p>Our next meeting will be January 11, due to the “break” between Christmas and New Year.</p>	<p>Next Meeting</p>
<p>Closed with Prayer</p>	<p>Closing Prayer</p>