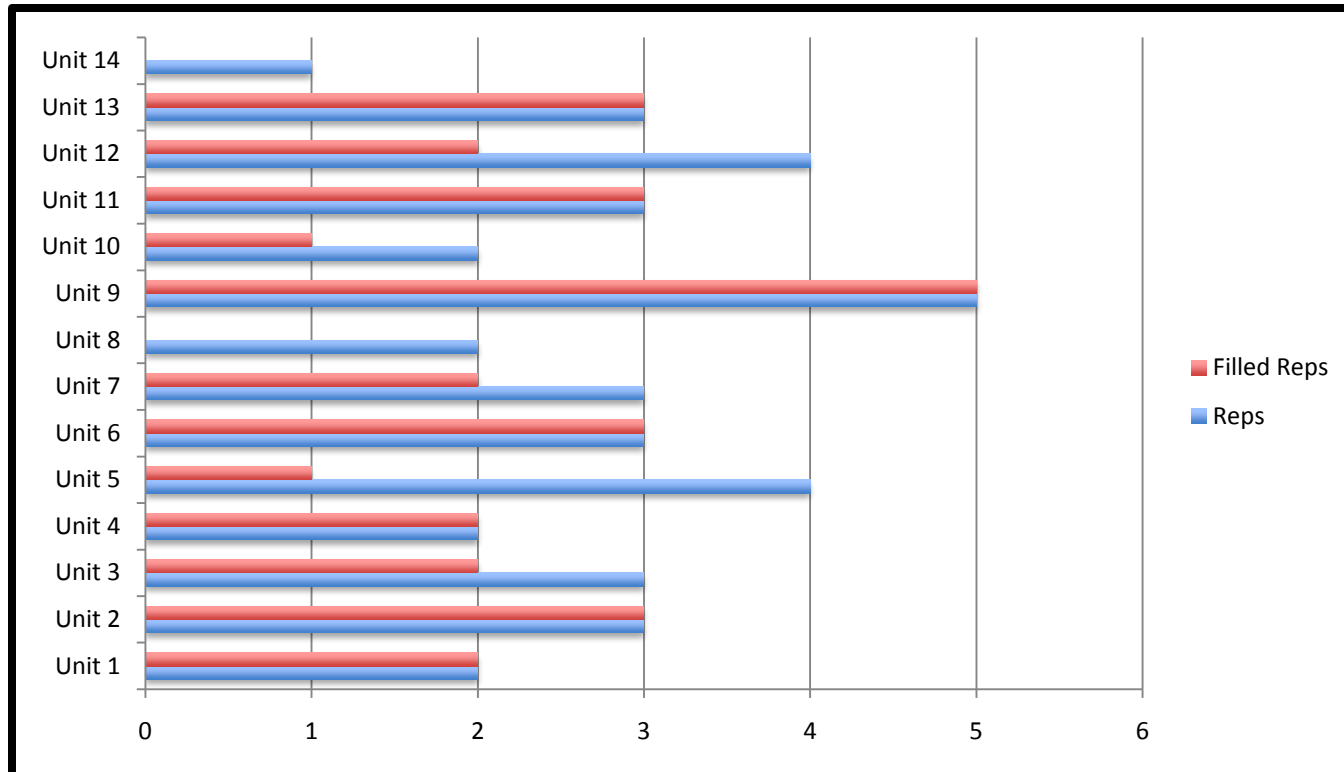


Current Staff Council Membership

- 2 year terms
- Based on very dynamic designation (unit employee count)
- Very difficult to track how many seats each unit should have
- What if a unit shifts from one group to another? During mid-term?

Current Representatives Count

(40 total positions, 29 filled)



Notes:

72.5% of the positions filled

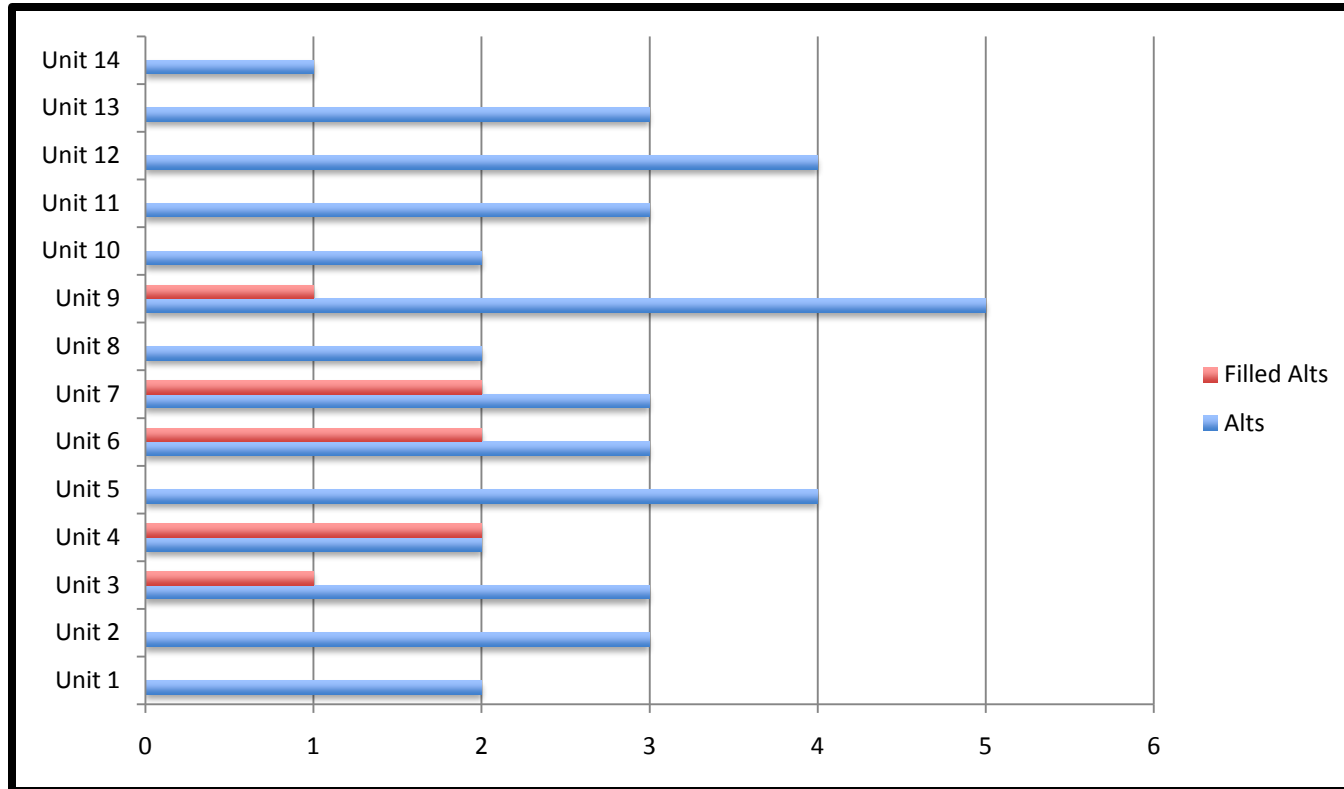
7 of 14 units filled with maximum representatives

2 units with no representatives (Unit 8, Unit 14)

2 units with only 1 representative, no alternates defined

Current Alternates Count

(40 total positions, 8 filled)



Notes:

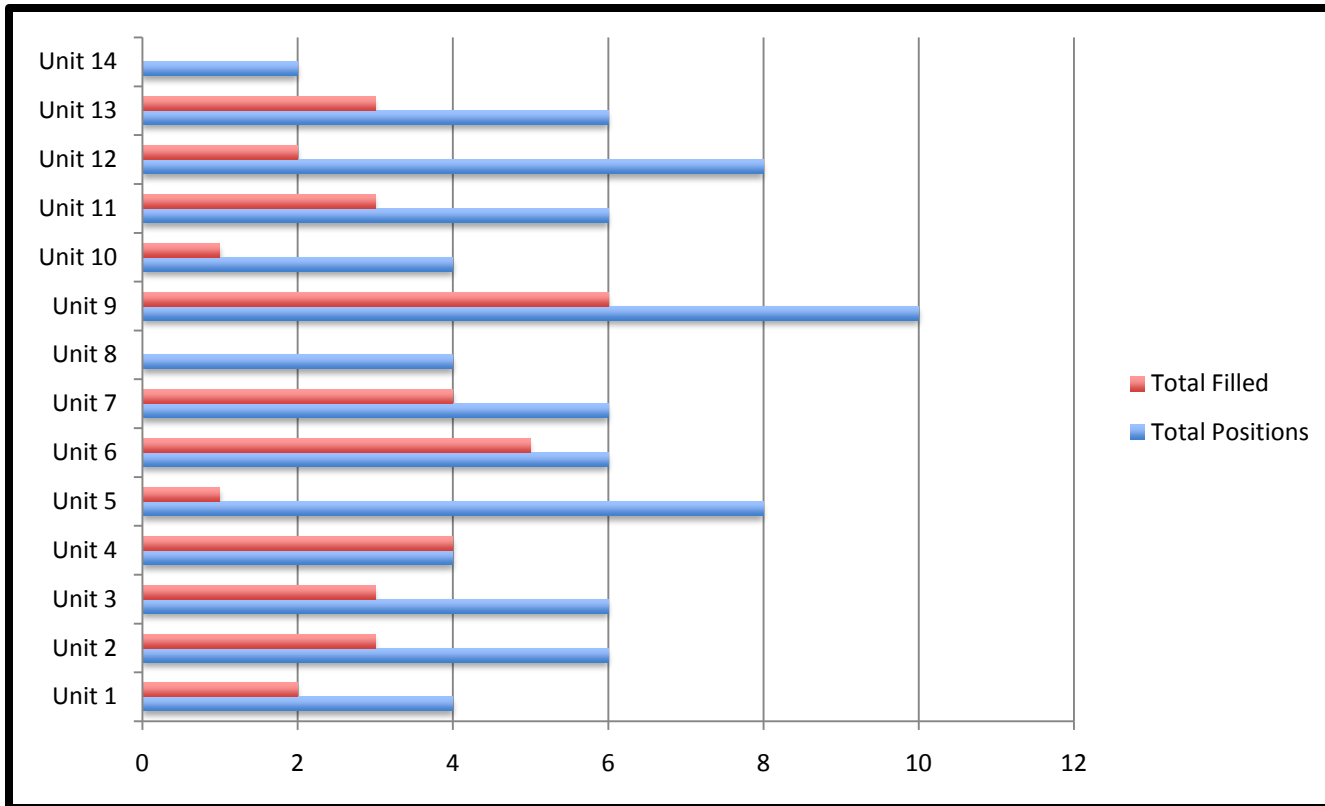
20.0% of the alternate positions filled

1 unit with filled with maximum number of alternates

9 of 14 units with no alternates defined

All Positions Count

(80 total positions, 37 filled)



Notes:

46.3% of the positions available currently filled

1 unit at full strength with full representatives and alternates

10 of 14 units are at 50% or less strength

Current Membership Benefits

- Provides a (somewhat) equal sample of the employees for representation on Staff Council
- Some units have low competition for Staff Council seats (incumbent security)

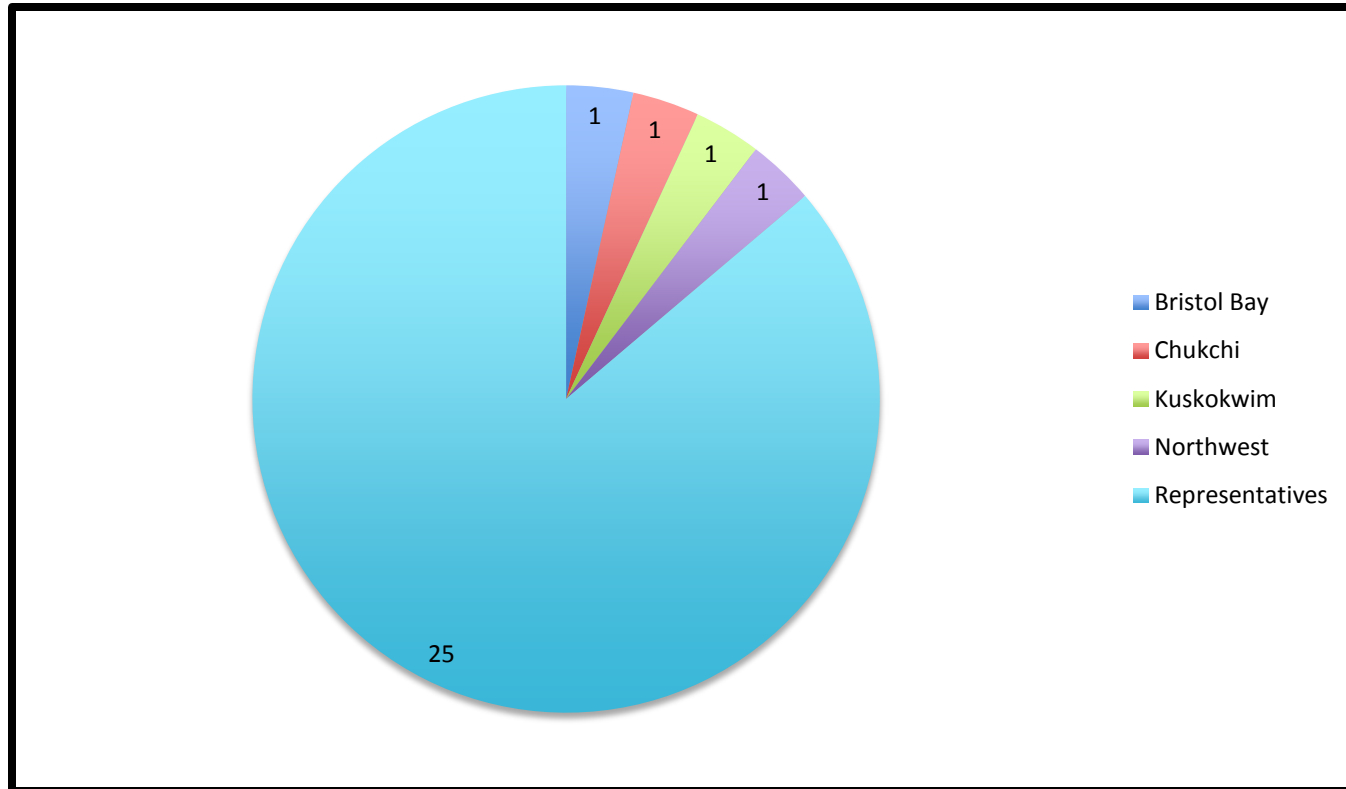
Current Membership Disadvantages

- Based on very dynamic designation (unit employee count)
- Difficult to track how many seats each unit should have
- What if a unit shifts from one group to another?
- Issues resolving problems when multiple candidates receive the same number of votes and there are not enough positions available
- Low participation
- Alternates are left in limbo with little opportunity to actually participate
- Limited candidate pool from each unit

At-Large Membership Layout

- “At-Large is a designation for representative members of a governing body who are elected... to represent the whole membership of the body (for example, a city, state or province, nation, club or association), rather than a subset of that membership.” --- Wikipedia
- 2 year terms (even positions open 1 year, odd positions open following year)
- 29 total representative seats:
 - 4 defined (1 rep from each rural campus)
 - 25 general seats
- Open positions go to highest -> lowest vote counts
- Voting open to all staff members represented by staff council each year (1 vote per staff member)

At-Large Membership



Notes:

Rural locations are not limited to only 1 representative, but are guaranteed at least 1 representative seat for their location
Can provide a current 100% strength to all seats on Staff Council

At-Large Membership Benefits

- Opportunity for Staff Council to represent all staff, not just their respective unit.
- Easier voting process for EMR to monitor and process. Less likelihood for contention on the results.
- Better participation level
- Bigger candidate pool (all staff, not just a specific unit)
- Candidate elections become a larger scope
- Everyone carries the same weight as any other representative --- 1 vote

At-Large Membership Disadvantages

- Shift in mindset from how Staff Council works now where each unit representative focuses on their own issues, rather than the whole
- Could lead to a less diverse spread of representation (as a whole)
- Requires commitment to participate
 - Greater efforts for communication to all staff rather than just unit specific
 - With only representatives those who participate will need to commit to it

How Would This Work?

Election cycle:

Each represented staff member gets one (1) vote for their choice candidate to represent them. 5 people run for 3 open seats on council, two of which are Joe Staff and Jane Employee.

My vote is for Joe Staff, who promises raises and cookies every Friday.

Vote counts after the election cycle:

Andy APT: 210 votes

Jane Employee: 183 votes

Joe Staff: 157 votes

Sandy Salary: 95 votes

A. Nonymous: 3 votes

Andy, Jane, and Joe would “win” the three seats available since they have the highest vote count of the ballots submitted.

How Would This Work?

Next election cycle:

This year 3 people run for 2 open seats on council, two of which are Sandy Salary and A. Nonymous from the last years election.

Joe unfortunately has not been living up to his promises of cookies and pay raises. (Assuming no attempt to remove him.)

Vote counts after the election cycle:

Sandy Salary: 395 votes

No Body: 250 votes

A. Nonymous: 13 votes

Sandy and No would “win” the two seats available since they have the highest vote count of the ballots submitted.

Hypothetically Speaking

To get a majority of the seats available a department or unit would need:

- 15 people on Staff Council at once
 - 3.5 hours (monthly meetings) = 52.5 work-hours
 - 1 hour (standing committees) = 15 work-hours
- Total hours: 67.5 work-hours = ~1.75 FTE weeks

With the current budget cuts and staff cut backs any department or unit with this kind of “extra time” available for their workforce may come under extra scrutiny.