



Staff Council Reorganization Proposal

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Background

- Seven meetings - October through December
- **Reviewed the following documents:** Staff Council Constitution and Bylaws, 2009 Staff Survey, 2011-2012 participation rate numbers (members and alts), committee attendance reports, current membership numbers, Staff Alliance Work Life Survey, 2011 request for information fro SC president – what is working and what is not
- Researched peer organization staff councils
- Developed list of options based on above data
- Discussed all of the proposed options
- Developed the plan that we will present today

Goals of reorganization

- Restructure council for optimal success: keep pieces that work well, suggest changes for dysfunctional pieces
- Examine the election process and make recommendations to ensure efficient, sustainable and effective election process
- Address chronic lack of participation – council and committee level; can we provide structure/incentives to increase participation
- Develop a sustainable communication plan

Results of Research

(options from peer organizations)

- Full at-large membership
- Employee classification
- Unit representation
- At-large by location
- Exempt/non-exempt classification
- Mixed unit/at-large representation

Proposed Membership

- Plan one: retain representative seats and unit, eliminate alternate seats, allow for proxies, add 5-10 at-large seats
- Plan two: organize membership by vice chancellor units, include 5-10 at-large seats

Proposed Committee Structure

- Elections
- Membership and Rules
- Compensation and benefits (including health)
- Staff Affairs (grievance, evaluation, hiring, other hr)
- Rural Affairs
- Advocacy (onboarding, mentoring, communication, PR)

Proposed Executive Board

- President
- Vice President
- Past President
- Committee Chairs: Elections, Membership and Rules, Compensation and Benefits, Staff Affairs, Rural Affairs, and Advocacy
- Total: 9

Suggested actions

- Leadership training for committee chairs (run by Chancellor)
- Contract for all staff council reps that outlines responsibilities/expectations
- Mentorship program for new staff council reps
- Onboarding program for new staff council reps
- Consequences for missing meetings (council and committee)
- Fundraising event – serve to bring staff together and raise funds for scholarship or...?