# Meeting | Agenda

## July 18, 2023 @ 1:30 PM

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**Attendees:** Petko Ivanov, Amy McCaig, Caitlin Lindsay, Jacob Hermann, Megan McKellar, Rochelle Salazarr, Lisa O’Connor, Janine Berrill, Avery Franklin, Matthew Cushing, Garrett Minor, Sarah Sullivan, George Zombakis, Shawn Regan, Hae Hun Matos, Jessica Kong, Nyeva Agwunobi, Pia Byrd, Michelle Atkinson, Lindsay Josephs, Becca Gould, Aaron Garrett, Trivia Thomas

### Begin Time: 10:31 A.M.

### Opening Comments/Updates

1. Welcome to New Members from Petko
2. Current Goals for Staff Council 2023
   1. Inaugurate Community Day (headed by Social Connections)
   2. Better Social Media/digital outreach (Communications)
      1. Question asked about who we’re trying to reach,
         1. Petko answers that our goal is primarily to start using it and releasing information, then hone who we are reaching out to.
         2. Who are we communicating to? Staff at Rice.
            1. Increase visibility of events, and information on services offered.
   3. Create awards for staff (Staff Advocacy)

### Updates from Subcommittees *(may skip for this meeting)*

### Communications –

### Staff Advocacy –

### Social Connections –

### Professional Development –

### New Business

1. Reshuffling Committees to better enable goal achievements
   1. Give enough people to social connections to accomplish their new goals.
   2. Allow for certain committees to work in a new way, particularly communications to distribute work more evenly.
2. Chair Elections
   1. Communications
      1. Avery Franklin nominated- 20 yes votes out of 20
         1. Avery elected
   2. Staff Advocacy
      1. Rochelle Bass Salazar nominated- 17 yes votes, 2 abstentions, out of 19
         1. Rochelle elected
   3. Professional Development
      1. George Zombakis nominated- 17 yes votes, 2 abstentions, out of 19
         1. George elected
   4. Social Connections
      1. Lisa O’Connor nominated- 18 yes votes, 2 abstentions, out of 20
         1. Lisa elected
3. Discussion-Performance Evaluations are live
   1. Concern that goals don’t line up well with job responsibilities.
   2. Timing of when goals are released in coordination for some departments at Rice.
      1. Especially for outward facing departments.
   3. Question about how goals should be worded.
4. Ongoing work
   1. Ice Cream Social (July 26th)
      1. 2-4 PM at West Servery
      2. We need volunteers for clean-up from 4-4:30.
   2. Astros day
      1. Monday, September 18th (vs Orioles)
5. Better/more discussions and 1st Homework assignment
   1. Connect with co-workers about the roll-out of performance review.
6. Updates
   1. Climate Study- vendor has been found and steering committee has been commissioned to start at beginning of school year to write questions.
   2. Compensation study- mid-stage, market data has been pulled in, and the study is currently being written and compiled.
      1. As of right now we don’t know whether the information will be made available to us.
   3. Benefits- an RFP has been put out about what benefits are standard at peer institutions and what more can be added.
      1. Looking to bring back MBA scholarship.
   4. HR has been tasked by Reggie to get on lists for national and city-wide best places to work which SC is actively working with Becca on how to partner.
   5. Mail servers are eventually being moved to Outlook by IT, HR is the pilot case, but there is no timeline on rollout to the full university.
7. Open Discussion
   1. Question about the history of Staff Council and where our goals came from.
   2. With the restructuring of the committees if SC members would like a new assignment they can request one (apart from communications.)

End time: 2:45 PM