

Staff Council Minutes - April 10, 2025

I. **Call to Order** – Steven Knadle

II. **Guest: President Walter V. Wendler**

Thank you for your service.

Encourage and appreciate the "how can I help you" culture. Would like to see more of that around campus.

EOM Discussion: Is a Presidential program. Want to hear discussion around updating the program to an Employee of the **Quarter** program.

- i. Would be able to increase the gifts to the recipients if there were fewer awardees. Foundations appreciation gift could increase to \$1000 per awardee.
- ii. By limiting the number of honorees, it would increase the prestige and recognition.
- b. Pros/Cons:
 - i. Con: Fewer awardees
 - ii. Pros: Increase the recognition and create more excitement
- c. Reasons to consider updating the program
 - i. Stagnation of the current program
 - ii. Recognition event not highly attended. Could be the size of the unit or individuals being honored. Some units are better at nominating their staff – like IT. If the move updates to quarterly, units would only be allowed to have one award per year.
 - iii. Would a lunch for EOQ make it more special?
- d. John (Chair of EOM Committee):

Should the nomination criteria be more descriptive? Sometimes the nominations are vague or too general. The Committee scores according to the criteria.

 - i. Any change should be a positive change and include a lot of different departments.
 - ii. Could potentially have 30 nominations per quarter. Should scoring change? The criteria?
- e. Berlin:
 - i. Concern across the campus and departments that the change could have a negative morale affect. Does the Administrative Office see the perception of the EOM across campus?
- f. Dr. Wendler: does not want to diminish the award but wants to put more emphasis on excellence. Positive change that would increase the prestige.

Are the criteria genuinely resulting in the cream of the group? Is the mild turn out due to the size of the unit, or the timing of the honoring event?

- i. If the event is updated to quarterly, the Foundation could increase their gift from \$300 currently to \$1000 for each quarterly awardee.
- ii. Discussion around the level of the nominees and the criteria.
- g. Pam says HR clears all nominees
Supervisors give a recommendation letter
 - i. Dr. Wendler is concerned that no one wants to give a negative review. HR continues to see staff who are not performing but receive good evaluations. Are supervisors giving truthful nomination reviews?
- h. Pam commented that Warren calculated the total monetary value of the donated gifts was about \$800. Consider donating funds rather than the material gifts might be appreciated.
- i. Comment that the change could increase the prestige to the point some staff will not accept nomination due to feeling unworthy.

Dr. Wendler thanked everyone for their comments. He will consider the discussion points and talk to his leadership. He will decide if changes need to be made by the end May for the next session beginning in June.

Staff Council 's wrap-up comments following Dr. Wendler's visit:

- j. Lunch is not guaranteed, nor the increase in monetary award.
- k. SC feels the EOM has changed and evolved – not been stagnate
- l. There is 100% room to change nomination forms and processes
- m. WT consistently employs excellent employees
- n. WT currently has a low morale, concern the change will make that worse
- o. Executives do not see the surprise announcements or the work and appreciation behind the scenes

Staff Council recommendation is to update the nomination form and process, but to continue to honor employees once a month.

Continuation of Meeting ...

- III. **Approval of previous meeting minutes** – Laura – No report
- IV. **Approval of Treasurers Report** – No report
- V. **Updates and comments from the SC President**
 - a. Please RSVP for the Staff Council Appreciation Lunch on May 1
- VI. **Old Business:** EOM discussion noted above
- VII. **New Business:**
 - a. Need to start fundraising for all summer events.
 - b. New May event, All Staff Lunch, and Fun Fest all need prizes
- VIII. **Staff Council Subcommittees:**
 - a. Employee of the Month – John
 - i. April EOM - Ashlyn Olguin –Residential Living
 - ii. Tuesday, April 29, 2025 – 3:00 pm
 - b. Staff Appreciation & Events Committee – Shelby
 - i. Adding a May staff event (*Attachment*). Email will be going out to vote on the name of the event. Planning includes rock painting, vendor booths, Well WT, Jana available for benefit questions, Knockout, Pet Adoption
 - c. Professional Development Committee – Pam – No report
 - d. Communication & Outreach Committee – Evelyn
 - i. April EOM announcement
 - ii. Continuing Trivia Tuesday
 - e. Election Committee – Steven
 - i. Most categories look good. Struggling with EEO 5-7. Have received some additional nominations after Steven's email. Waiting to hear back from some regarding acceptance of nomination.

Kudos and Announcements – Sabrina is getting married this coming weekend (12th). Congratulations!

Motion to adjourn – Vicky. Second – Patrick. Adjourned.

Respectfully,
Deanna Moore

End of Semester Staff Council Event

7- prizes
Super Creative :fun!

Time: 12:00 PM - 4:00 PM (come and go)

Date: May 22nd

Location: Activity Center and Lawn by Jones Hall

All-Day Activities (Drop in Anytime)

- Guess the Blueberries in the Jar – Take a guess; the closest wins a prize.
- Paint Your Own Plant Pot – Get creative and take home a plant pot.
- Snow Cones – Cool off with a sweet treat.
- Recipe Swap Wall – Share and collect healthy recipes.
- Mindfulness Card Pick-Up – Take an inspirational card for a mindful moment.
- Vendor Booths:
 - AC Gym Membership Info – Learn about fitness options and pricing.
 - WellWT– Find out about employee wellness perks.
 - WT HR – Get details on upcoming benefits enrollment.

Scheduled Events

12:00 PM

- Knockout Basketball Game – Fast-paced basketball shooting competition

12:30 PM

- HORSE Basketball Challenge – Test your shooting skills in this casual game

1:00 PM

- Volleyball Game – Team-based game where players can meet new people on campus.
- Bowling Tournament – Players will bowl individually and the top 6 in the first round will move to finals

2:30 PM

- Cornhole Tournament Begins – Matches will run until the end of the event.

3:00 PM – Outdoor ONLY Events Begin

- Guided Meditation Session – A short, relaxing meditation
- Animal Visit – Relax with adoption eligible animals; drop in anytime.

4/10/2025

Staff Council Attendance

Pam	Young	<i>Pam Young</i>
Stefanie	West	<i>Stefanie West</i>
Shannon	Ham	<i>Shannon Ham</i>
Laura`	Seals	
Amanda	Ryder	-
Sabrina	Pugh	
Steven	Knadle	<i>Steven Knadle</i>
Andy	Kraus	-
Evelyn	Montoya	<i>Evelyn Montoya</i>
Patrick	Diepen	<i>Patrick Diepen</i>
John	Bassett	<i>John Bassett</i>
Shelby	Ford	<i>Shelby Ford</i>
Berlin	McIntosh	<i>Berlin McIntosh</i>
Deanna	Moore	<i>Deanna Moore</i>
Vicki	Hamblen	<i>Vicki Hamblen</i>
Daulton	Eastin	<i>Daulton Eastin</i>
Tiffany	Lott	<i>Tiffany Lott</i>
Stephanie	Loya	
Amanda	Fix	<i>Amanda Fix</i>
Cindy	Riggs	<i>Cindy Riggs</i>
Kimberley	Shipman	<i>Kimberley Shipman</i>
Trace	Patrick	
Maria	Mungia	