



Work Climate Committee Meeting Minutes

March 17, 2021, 12:00-1:00 pm via Zoom

Attendees:

Laura Cox, Co-Chair
Shannon Lunsford, Co-Chair
Denice Diab, Past Interim Chair
Alissa Danielson
Bert Valenzuela
Betsy Mardany
Brianna Miloz
Cecilia Marek
Cheryl Warren
Jacqueline Esmeijer
Jodi Banzhaf

Juliette Dixon
Katie Prado
Kelly Kassa
Kristen Lee
Rachel Tribby
Renee Garcia
Shannon McKinnon
Shayla McAnly
Sylvia Meyers
Tina Young

Welcome

- Meeting called to order at 12:02 pm
- Meeting Minutes from January 20, 2021 were reviewed and approved

Recent Topics

- Internal Job Transfers
 - Reference: [Staff Salary and Job Action Approval Matrix](#)
 - Topic is a follow up from our previous meeting (January 20, 2021). The concern is that internal staff can only be approved for no more than 20% of their current salary when transferring to a different job. If more than 20% is being considered, it must receive Provost approval. However, external candidates can be considered at the full salary range.
 - In order to see how many staff members have been affected by this policy, it was suggested that we create a survey to obtain more information. The survey would need to be limited to Staff Council.
 - Draft survey questions were reviewed.
 - It was suggested that we check with the Office of Human Resources to get the exact wording for the policy and its appeal process.
 - It was mentioned that we will want to be cautious when collecting this information to ensure it matches what the Office of Human Resources has on file.
 - It was suggested that we gather a small group to provide feedback on the survey questions before they are sent to Staff Council leadership for review and next steps.

WCC Subcommittees

- Speak Up Be Heard (SUBH)/Staff Retention
 - The SUBH webpage has been updated!
 - Reference: <https://staffcouncil.asu.edu/programs/speak-up-be-heard>
 - It is now sorted by topic so it is easier to search what questions have already been asked and answered. They are also in chronological order, so it is easier to see what the most recent resolutions are.
 - If you want to submit questions, select the most appropriate topic and then you can enter your question.
 - The SUBH webpage may also be used as a forum for collecting questions for President Crow at the upcoming Staff BBQ.

Good of the Order

- ASU Giving Day is March 18, 2021! Support if you can.

Meeting adjourned at 12:29 pm

Next Meeting: May 19, 2021, ~~noon~~—1:00 pm

Update: meeting time was adjusted so that Jared Vibbert, ASU SC President, could join and provide updates. Meeting is now May 19, 2021, 11 am – 12 pm.