

# KENTUCKY WESLEYAN STAFF COUNCIL

## Staff Council Update

6/15/22

Greetings, staff members!

Your Staff Council has hit the ground of the fiscal year running and we're excited to share some of the progress we've made with you!

As of June 1, we had a leadership transition and I moved into the role of chair, Peggie Greer from academics became secretary and Kate Douglas from admissions agreed to continue being our events chair.

The council is made up of representation from each area of the College. The members listed on slide 2 should be your first contact when you have an idea or an issue that the staff council can help with. We're here to listen to your thoughts, to make things better for staff members and to represent you to the administration, and I encourage you to take advantage of that opportunity.

As the council continues to get our legs underneath us, we look forward to continuing to improve our communication with you, our constituents. We also hope to soon hold an open Staff Council meeting where you will be invited to share your own feedback.

So, speaking of feedback... When we started discussing what goals we wanted to accomplish this year, we decided to ask you for feedback through the Staff Satisfaction Survey we conducted in May. Thank you to all who took the survey!

The results of this survey will serve as the council's roadmap and list of objectives for this fiscal year, and we hope to conduct the survey on an annual basis to measure improvement and identify areas of opportunity. You can view the full presentation given at the June 15 Campus Community Meeting. Some notes that can be read while going through the presentation are also listed below!

We had a 62% participation rate, meaning 81 of 130 staff members participated. We look forward to growing this participation in the years to come once the staff members see what movement comes from the feedback they're providing (slide 3).

We identified 3 overarching areas of opportunity throughout the survey and we asked cabinet to begin addressing these areas right away (slide 3):

Communication issues was a recurring theme that existed and seemed to exist in many different ways, including supervisor to employee, cabinet to staff members, interdepartmental communications and more. We believe we're already making progress on this one, but realize it is one that will take time and practice.

Staff engagement was another area of opportunity. We were thrilled to learn that our staff wanted more opportunities to get to know one another and I'm excited to begin sharing some of the events and opportunities to do that with you very soon.

Compensation was obviously another area that needed attention, and I am sure you'll join me in thanking our leadership for their ongoing attention to this matter.

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We also proposed about a dozen short, medium and long-term changes that you can see slide 4. We are already making progress on many of these changes and are happy to announce that the recent HR announcement allowing those with a bachelor's degree to audit classes is a change made because of our proposal. As you can see in the slide, we've checked that one off the list. The others with stars beside them are currently in progress. Our goal is to make change in each of these areas and if we aren't able to achieve one, we'll at least be able to understand why.

I hope that you all find this information both helpful and hopeful. I can assure you that your council is working diligently to improve the staff experience and we are all ears if you have suggestions on how to accomplish that.

In closing, I wanted to share a few institutional wins with you all that show just how happy our staff members as a whole already are. You'll see from slide 5 that the majority of staff appreciate the flexibility, feel safe at work, find our work meaningful and rewarding, aren't actively seeking employment elsewhere, want to get to know our staff members better, are determined to give their best, and they feel like they have a good working relationship with their supervisor and receive feedback that helps them.

Thank you for your time and I hope that you are pleased with our work so far!

Warmly,



Summer (Crick) Aldridge '14

Chair, Kentucky Wesleyan College Staff Council