

## MINUTES

### Personnel Policies Procedures and Communications Committee

9.28.22

MEMBERS PRESENT: C. Varrige, C. Stodd, H. Stone, C. Rohde-Szudy

MEMBERS ABSENT: C. Armour

OTHERS PRESENT: P. Seitz, T. Fritter, L. Gerondeau

At 2PM, Chair Stodd called the meeting to order and instructed the Secretary to record those present.

Chair Stodd paused for public comments. Mr. Terry Fritter encouraged members of the committee to attend the upcoming American/Chinese Friendship event.

Chair Stodd directed the attention of the Committee to the draft Minutes of the previous meeting. Ms. Varrige moved, seconded by Ms. Rohde-Szudy, to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Stodd recognized Mr. Paul Seitz for the purpose of providing a report regarding the Campus Climate Survey.

Mr. Seitz provided the Committee with the background of how the survey was prepared and executed, including use of both paper and electronic versions, which was translated into target languages, and the use of events to promote participation. Mr. Seitz reported that there was a 40% response rate. Mr. Seitz informed the Committee that analysis of the responses was now underway.

Question was raised as to when the results would be available. Reply came that they would be available this semester.

Question was raised as to how the results would be disseminated. Reply came that the VCFA will be responsive to meetings with shared governance in this regard.

Discussion was heard that some of those who may have responded may have since left employment. Discussion was heard that consultation with OHR would need to take place to assemble statistics that reflect turnover. Turnover tracking was described as a "work in progress". Survey included a question, "are you planning to leave?"

Question was raised if there will be a breakdown to show participation by ELL employees. Reply came that it is uncertain if such a number would be available.

Question was raised if there would be a breakdown on responses from University Staff vs. Academic Staff. Reply came that such a number would be available.

Discussion was heard that responses regarding career path advancement would be of interest, particularly as it related to 2<sup>nd</sup> and 3<sup>rd</sup> shift and ELL employees who may find barriers to such advancement.

Question was raised as to what the impact might be on recruitment and retention. Reply came that responses might shape policies that are identified within the context of the “are you leaving?” responses.

Discussion was heard that many areas of concern to employees did not appear on the survey. Reply came that conversations need to be ongoing, even beyond the specific questions of the survey and those responses to it.

At 2:47PM, Ms. Varrige moved, seconded by Ms. Rhode-Szudy, to adjourn the meeting.

Minutes prepared and submitted by: J. Lease / Secretary