

Andrews University

Staff Senate Minutes March 1, 2021

<p>Present: Jennifer Burrill, Chair; Marsha Beal, Erica Bradfield, Martin Bradfield, Laura Carroll, Ashley Neu, Mona Sarcona, Rodrick Snow, Noe Velez, Kevin Wiley, Christian Stuart, Michael Nixon, Steve Suinda, Ben Panigot, Dan Johnson</p> <p>Regrets: Nestor Caceres, Myrna Constantine, Jameson Bangkai, Angela Sonnenberg</p>	Attendance
<p>Kevin Wiley opened with prayer.</p>	Opening Prayer
<p>MOTION: To approve the minutes from February 1, 2021. Approved.</p>	Minutes
<p>Next Staff Worship: March 10, 2021</p>	Worship
<p>Ben Panigot presented the Staff Senate Seats that are up for re-election. 3 categories are hourly, salary exempt, and salary/supervisors. Then we have at large, and appointed admin executive and faculty representative.</p> <p>The categories will get nominations from people of that category. The ballot will have n+2 to be selected for election. At large will be elected through staff senate. The under represented staff will try and be elected to fill in the gaps.</p> <p>Those up for finishing their term: Ben Panigot, Erica Bradfield, Martin Bradfield, Jameson Bangkai, Mona Sarcona, Ashley Neu.</p> <p>Ashley Neu announced that she accepted a job at Kettering College in Ohio and that she is leaving in one week for her new job. She will be missed.</p>	Staff Senate Elections
<p>There will be in the budget for a staff appreciation for each staff members to help each employee to feel valued to start in fiscal year 2023.</p>	Staff Appreciation
	Strategic Plan Discussion

Our next meeting will be April 5, 2021.	Next Meeting
Marsha Beal closed with Prayer	Closing Prayer

Strategic Planning Timeline

- January—March 2021:** USPC Members create team meetings for their areas. Identify three top strategies for immediately post-COVID and then beyond to 2022-27
- April—June 2021:** USPC identify top strategies for the University for immediately post-COVID and then beyond to 2022-27. Implementation plan for 2020-21
- June—August 2021:** Executive Council and VP Strategy, Marketing and Enrollment create communication plan for immediate future and outline 2022-27 plan
- September-December 2021:** Implementation of short-term and consultation and adjustment to outline for 2022-27
- January-March 2022:** Draft plan for 2022-27, including timelines and critical action steps
- April—August 2022:** Communication of plan

Timeline	Immediate Post-COVID 19	2022-27 Strategic Plan
Jan-March 2021	USPC members identify with their teams top three strategies for immediate Post COVID-19	USPC members identify with their teams top three strategies for 2022-27
April-mid June 2021	USPC identify top strategies for the University for immediately post-COVID. Implementation plan for 2020-21	USPC identify top strategies for the University for 2022-27.
<u>mid June</u> -Aug 2021	Executive Council and VP Strategy, Marketing and Enrollment create communication plan for immediate future. USPC members work on implementation.	Executive Council and VP Strategy, Marketing and Enrollment create outline 2022-27 plan. USPC members work with teams on detailing implementation.
Sept-Dec 2021	Implementation at all levels	Consultation and adjustment to outline for 2022-27 (Board, employees, President’s Council, etc.)
Jan-March 2022	Implementation at all levels	Central drafting of plan for 2022-27, including timelines and critical action steps, USPC members work on details throughout campus
April-Aug 2022	Movement to longer plan implementation	Communication of Plan at all levels and to all constituencies.

Looking Towards 2022

1. What are the key narratives that brought us to 2020? Look especially at (a) underlying themes that have been important in your area; (b) recent shifts that have changed identity/focus; (c) major plans for the future that were in your team's focus.
2. What are the critical shifts that your area has experienced during 2020? Think about what each of those shifts has meant and consider how each might impact (or not) the narrative going forward.
3. With this in mind, consider several possible options for the continued narrative in your area. For example, one narrative may assume a continued desire for more remote flexible options by students; one narrative may assume a return to 2019 approaches; one may assume a change in our international access to students; one may assume continued remote learning for some staff/faculty.
4. Evaluate each possible narrative, considering what might make each one more or less likely to happen by looking at the barriers to each, and the opportunities for each.
5. Keeping options open as much as is possible, decide on the three to five core strategies that you and your team want to focus on.