UM Staff Advisory Council Minutes for January 6, 2016

The UM System Staff Advisory Council met on January 6, 2016, at University Hall.


Chair Melanie Barger called the meeting to order at 2:05 p.m. The minutes from the Dec. 2, 2015, meeting were approved.

Treasurer’s Report: Treasurer John Layman reported a balance of $4741.07.

Old business: After extensive discussion of the role, timing, editorial content and writing of the SAC blog, it was decided that we terminate it.

Guest: Mike Kateman, director of internal communications for UM System, joined the group to explain the great need for clear and frequent communication with employees. He spoke about the confusion about the role of UM System and the importance of branding its efforts.

Mike joined the group in discussion about the role of Staff Advisory Council. During the conversation, several points were made:

1. What is our value?
   - *We have a role in the system and in making the academies function*
2. What can SAC do to validate the staff experience? Community building rather than party planning? Does our mission go beyond the current role SAC plays in peer recognition?
   - *Are rewards purposeful or meaningful?*
   - *Can we help encourage?*
   - *Three levels of recognition: informal, departmental, formal*
3. Depending on our role, are we empowered? Currently, we serve as a sounding board, but most often we end up receiving updates rather than providing take-aways.
4. How can SAC better receive and disseminate information?
   - *Roundtables at meetings*
   - *Representatives should report back to their home groups*
   - *Is SAC representative??*

The discussion wrapped up with the suggestion that Chair Barger and Mike Kateman work together to draft a SAC mission statement to bring to the group for discussion.

New business: Highlights from brainstorming on the topic of employee recognition:

- Managers giving out “bucks” spend in the System Store (give managers a quota to distribute)
- A travelling and growing trophy (each recipient adds to the trophy)
- Come up with an acronym or name for a SAC award: BUGS (“Being Unusually Good”); GEM (“Go the Extra Mile”); SEAL (“Service Excellence Accomplishment Leadership”).
• Peer to peer letters of appreciation using a downloadable template letter; build a database from requests to download. Similar to Wellness “Caught in the Act” program.
• Use the SAC mission statement to craft staff recognition awards.
• Use the strategic plan to find stars.
• Start small, keep it simple, grow it naturally.

Other business: It was decided that our bowling event would be held on March 17.

Meeting adjourned at 4:00 pm.

Respectfully submitted,
Nancy Tharpe
Secretary