

Staff Advisory Council

Annual Report 2020-2021



KEY ACCOMPLISHMENTS

Staff Policy

- Requested and received a revision of the Staff Policy Manual reflecting the existence of the annual Compensation Guidelines document and the exception process for raises exceeding those guidelines
- Relayed various staff questions and concerns related to COVID-19 to the administration
- Formed an Ad Hoc Committee to review the Remote Work Policy and gathered extensive feedback from staff
 - We will be submitting a formal Resolution to Case Western Reserve leadership to address changes to the policy

Staff Training & Development

- Developed and distributed a training and development survey for staff that received a 19% overall response rate from all parts of the university
 - The survey identified strengths and areas of concern which were reported to Staff Advisory Council, Human Resources, Interim President Scott Cowen and Provost Ben Vinson III
 - Committee members implemented survey feedback through participation in the creation of two new positions for the Professional Development Center

Staff Recognition

- Improved the voting format for the President's Award for Distinguished Service and the Robin Kramer Volunteer Award and worked to increase the number of staff members involved in the review and voting process

Communications

- Created a new [membership page](#) on the Staff Advisory Council website listing each representative, the area of the university in which they work, their role and email address to increase visibility to constituents and increase engagement

Community Service

- Donated 12 boxes filled with blankets, hats, scarves and mittens to the families at Providence House Crisis Nursery in Cleveland via Crafters@Case (which is under the Community Service umbrella)

GOALS FOR 2021-2022

Staff Policy

- Participate in the review and revision of the University's remote work policy to include non-exempt staff

Staff Training & Development

- Work with the new Professional Development Center staff on curated development and training models
- Build awareness of available professional development resources at CWRU

Staff Recognition

- Continue improvements to the award nomination process to increase the diversity of nominees
- Find new opportunities to highlight staff achievements and accomplishments including external recognition

Communications

- Improve communication between Staff Advisory Council representatives and constituents through streamlining of the current email system and enabling the Chair to contact all staff directly
- Plan and host an in-person celebration of Staff Advisory Council's 30th Anniversary (which was postponed in 2020)

Community Service

- Reimagine the Back to School Supplies Drive to become "Fill the Van"
- Establish a "Buy Nothing" group for the university community through the [Buy Nothing Project](#)

CONNECTIONS TO CWRU PATHWAYS

Integrate Humanity and Technology

- The integration of humanity and technology is fundamental to remote work
- Staff Advisory Council continues finding new ways to employ technology to improve communication with staff and increase participation in important decisions and evaluations of current operations

Achieve Social Impact

- The community service activities of Staff Advisory Council foster social good throughout Case Western Reserve
- Remote work enables positive social impact by bringing benefits such as time savings, direct cost savings and positive environmental impact to a wider sector of the university community

Shape the Agora

- Training and development opportunities for staff contribute to a more effective university community
- Remote work opportunities promote equality among university staff and would be an effective recruitment and retention tool for top talent

ACTIVE STAFF REPRESENTATIVES

Leadership

- Chair - Jean Seneff
- Vice Chair - Dawn Ellis
- Past Chair - Carlier Myers
- Secretary - Samantha Ciriaco

Elections

- Karyn Newton
- James Prince
- Jim Nauer

Staff Policy

- Jim Nauer
- Melissa Ackerman
- Lauren Bohatka
- Kaitlynn Craig
- Dawn Ellis
- Charles Knox
- Kathy Miller
- Heather Smith

Communications

- Kaitlyn Lioni
- Shannon Swiatkowski
- Renee Holland-Golphin
- Susan Reichert
- Celinda Miller
- Jim Nauer
- Grace Vibbert
- Ricky Marcus
- Tatiana Riedel

Staff Training and Development

- Melissa Van
- Dedra Hanna Adams
- Liz Bober
- Loretta Sexton
- Raymong Krajci
- Dawn Ellis
- Elizabeth Miller

Community Service

- Theresa Grigger
- Laura Huffman
- Mary Ann Dobbins
- Janice Eatman-Williams
- Barbara Juknialis
- Anne Kumer
- Heide Mckee
- Brinn Omabegho
- David Retzer
- Michelle Safir
- Siu Yan Scott
- Loretta Sexton

Staff Recognition

- Paul Keeley
- Elise Geither
- Teresa Underwood
- JC Scharf-Deering
- Jessica Decaro