

**Board of Trustees
February 2021 Meeting**

Staff Council Report

Submitted by: Alex Patterson, President of Staff Council

Introduction

Some of the major highlights have been working to open better communication between faculty and staff council and determine the role of staff in shared governance. We have looked at issues related to staff involvement with retention, athletics and the needs of staff in that area, and have worked to actively increase staff participation in Staff Council.

Accomplishments and Successes

There are many successes for us to celebrate this year, we are open and keeping students safe! Staff continue to innovate and maintain a student centered approach to their work. We are seeing great strides being made from our advancement and admissions staff, Athletics is working harder than ever to engage their students and recruit the best students for the school and student affairs has introduced many new staff to their ranks to help students graduate from Northland. Additionally, the diversity center continues to grow on campus!

Challenges

Staff face challenges as we navigate long term planning as we await updates on structures for conduct and strategic management for next year as we start to understand more of what next year holds. We also work to help with the roll out of the new employee handbook, data initiatives on campus as it relates to the needs of staff and rally around the upcoming celebration of Northland's 130 year anniversary. We have found challenges that relate to roles within the decision making process around items on campus and the blurred lines that exist within the process or procedures of staff. Hopefully the work with the new handbook and new initiatives with shared communication will help with this.

Activities that are in Progress or Upcoming

We are still working towards a long-term strategic plan and goals of staff council or its committees. We have added a staff risk management team that is looking at that strategic planning for staff council alongside the executive cabinet. Finally, we have worked extensively to align staff welfare with the work of our HR department to open regular communication between these two roles on campus. Additionally, the presidents of staff council and faculty council have begun to meet monthly to align ourselves around issues that relate to both groups.

Recommendations Looking Forward

We hope to carve out a defined roll of staff council in shared governance as we push on. We want to organize our work to best serve staff as they work to maintain the strong student populations on campus. I appreciate the shared governance exercise and hope to meet with leadership of Northland to better define an outcome coming away from the event itself. This will help us with communication and defining the role of staff on campus and in the community outside of our respective areas of employment.