



COLLEGE OF
MOUNT SAINT VINCENT

STAFF SENATE

STAFF SENATE TOWN HALL

October 5, 2022

AGENDA:

- Introduce Staff Senate Representatives
- Review Staff Senate Purpose
- Review survey results
 - Share results
 - Share how concerns have been/will be addresses
- Open Discussion & Questions

DROP BOX:

- Feel free to share any ideas, concerns, or feedback anonymously by dropping a card in the box

Who are the Staff Senate representatives?

Chair (1)

Kristin Yanniello, *Advancement*

Vice Chair (1)

Ellen Lloyd, *Enrollment*

Secretary (1)

Samantha Viscovich, *Student Affairs*

Senators (9)

Dan Regan, *Executive Office*

Kathleen McAleese, *Academic Affairs*

Brittney Figueroa, *Academic Affairs*

Nicole Quaranto, *Advancement*

Maria Mora, *Information Technology*

Michelle Maria, *Operations*

Ryan Anderson, *Facilities/Operations*

Jessie D'Souza, *Finance*

Tracy Harris, *Student Affairs*

What is the Staff Senate's *purpose*?

The Staff Senate of the College of Mount Saint Vincent serves as a representative body for all full-time non-faculty employees of the College, to promote the welfare and development of College staff, and to contribute to the success of the College and its Mission.

As a constituent organization, the Staff Senate serves alongside the Faculty Senate and Student Government Association (SGA) as a recognized component of the College's governance system. It serves to facilitate communication and dialogue between faculty, staff, administration, and students, and has authority as a deliberative and representative body to make recommendations on all matters pertaining to the welfare and working environment of College staff.

**STAFF SENATE SURVEY
FOR STAFF AND ADMINISTRATORS**

2022 RESULTS

The Mount Community is:

Authentic Welcoming INCLUSIVE
A team Hope Caring Good people
Unique **Phintastic** *Great*
Vibrant Family *Love*
Special AWESOME Possibility **Diverse**

What Makes CMSV the **#RIGHTPLACEONTHERIVER** for you?

Faculty and students are accepting and inclusive.

The mission, the college... the students!

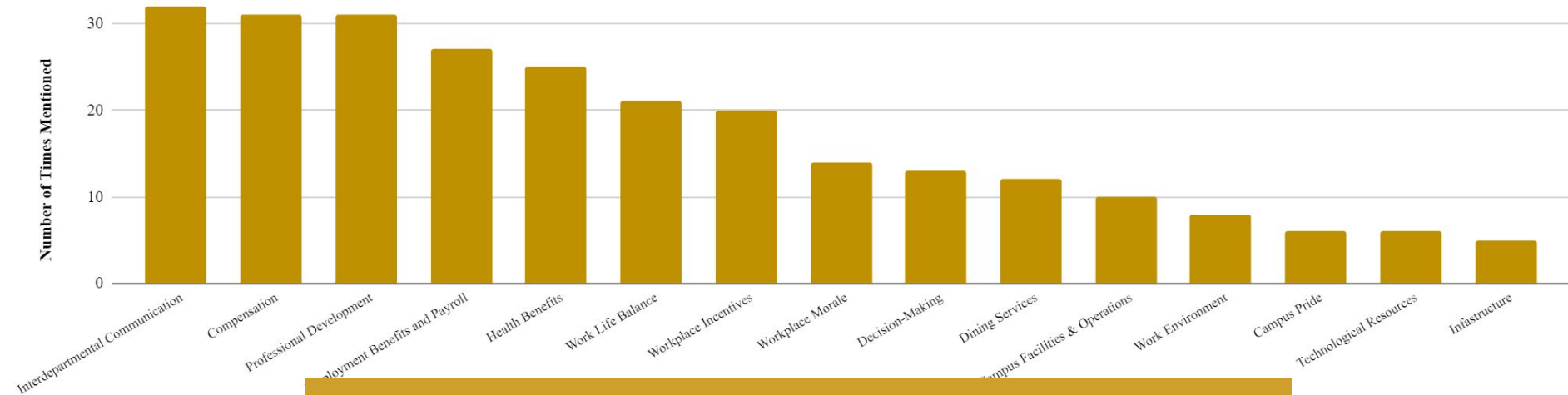
The Mount represents opportunity and possibility.

The students, opportunities and employees.

The difference a liberal arts education can make for a fuller life!

The campus culture and community makes this the #Rightplaceontheriver for me!

Identified Areas of Concern



Top 7 Areas of Concern:
Interdepartmental communication
Compensation
Professional development
Employment benefits and payroll
Health benefits
Work life balance
Workplace incentives

Interdepartmental Communication

Common Concerns:

- Lack of collaboration/information shared between departments
- Lack of communication & interpersonal relationships amongst staff
- Lack of customer service skills between staff

How this is being addressed and by whom:

- **Staff Senate:**
 - Establishing Staff Senate social events for staff to establish stronger relationships with one another
 - Weekly Lunches “*Chewsday Lunches*” in Hudson Heights to get to know each other
 - Staff Senate Newsletter to be created and sent monthly to all staff
- **HR:**
 - Working to create a staff directory/organization chart to ensure staff/admins know who works where and their titles, etc.

Compensation

Common Concerns:

- Staff feel underpaid (both part time and full time staff)
- Salaries are not competitive against other colleges
- Frequency of raises/bonuses based on performance/workload responsibility

How this is being addressed and by whom:

- **Senior Admin/Institution:**
 - Announced 2% COLA in 2022
 - Retirement match continues
 - Equity adjustments are actively being made to ensure salaries stay competitive and there is salary equity amongst similar positions at the College
 - Addition of paid holiday for Juneteenth

Professional Development

Common Concerns:

- There are few professional development opportunities
- Lack of performance evaluations/reviews
- Lack of growth opportunities/advancement

How this is being addressed and by whom:

- **HR:**
 - A new performance evaluation process was announced in Spring 2022 that includes a Self-Assessment and Goal Setting; this will be added to the revised Employee Handbook
- **HR & Staff Senate:**
 - Together, we will be looking into ways to improve professional development opportunities internally and externally
 - Increased communication of already existing professional development opportunities

Employee Benefits and Payroll

Common Concerns:

- Lack of employee benefits (non-health)
- Lack of communal staff/employee lunch and kitchen area

How this is being addressed and by whom:

- **Staff Senate:**
 - There are many non-health benefits offered by the College but many individuals are unaware. We will be including some of these benefits in our newsletter so they can be easily identified in one place while looking into additional benefits.
 - Working with HR to include these perks in the benefits guide provided to employees

Health Benefits

Common Concerns:

- Employee share of costs for medical benefits are too high; the health benefits are not competitive

How this is being addressed and by whom:

- **HR:**
 - Currently in conversation with Christian Brothers to negotiate yearly cost to ensure best price for employees

Work/Life Balance & Workplace Environment

Common Concerns:

- No flexibility for working remotely

How this is being addressed and by whom:

- **Senior Admin:**
 - Hybrid work opportunities are being explored for specific roles as Dr. Burns shared during All College Day

Workplace Incentives/Morale

Common Concerns:

- Lack of employee incentives
- Need more fun, social opportunities for staff

How this is being addressed and by whom:

- **Staff Senate:**
 - Looking into Staff Awards
 - Including a Staff/Admin Spotlight (*personal and professional*) in monthly Newsletter

Decision Making

Common Concerns:

- Major decisions, that affect staff/employees, are made without their input

How this is being addressed and by whom:

- **Staff Senate:**
 - Shared the concern with President Burns
 - Staff Senate has been working to inventory what committees have staff on them to ensure proper representation and to identify opportunities for additional involvement in new committees

Dining Services

Common Concerns:

- Prices in dining hall are too expensive
- Lack of food options

How this is being addressed and by whom:

- **Dining Services:**
 - Surveyed staff and students in Spring 2022 and will be implementing that feedback into menu selection
 - Expanded food options in Mag's Kitchen to include hot entrees twice a week and donuts/muffins, etc.
 - Benchmarked prices on-campus with nearby locations to ensure pricing is lower than external establishments and will continue to do so.
- **Staff Senate:**
 - Advertise the Dolphin Dollars discount to staff/admins

Campus Facilities/Operations & Infrastructure

Common Concerns:

- Parking is limited
- Communication with facilities needs improvement
- Buildings need upgrades and campus needs additional security cameras

How this is being addressed and by whom:

- **Operations:**
 - Additional parking locations will be identified and considered as part of future capital planning when budget allows.
 - Will continue to improve buildings as part of capital planning
 - Security camera upgrades have been identified and have already been part of recent projects. Upgrades will continue as budget allows.
- **Facilities:**
 - The guidelines for the work order system, which is the main platform for reporting Facilities issues, will be updated and redistributed to the community.

Technological Resources

Common Concerns:

- Website has incorrect information
- Staff needs training on tech resources

How this is being addressed and by whom:

- **Staff Senate:**
 - Communicated training idea to appropriate departments heads as this is out of our jurisdiction
- **Marketing/IT**
 - In process for revamping and updating website
 - Hiring a new Digital Content Creator, who will oversee the maintenance of the website
 - Please communicate updates to Leah Munch, AVP for Marketing to ensure your web pages stay up-to-date

Questions?

Please email staffsenate@mountsaintvincent.edu

if you have additional questions or concerns!