

## **Greetings from your Staff Advisory Council (SAC)**

Your Staff Advisory Council was created in 2017 to serve as a voice of the staff of Stetson University, reflecting a shared model of governance built on the principles of partnership, equity, diversity and inclusion. Ultimately, your SAC helps to ensure a positive working environment for you to complete your professional tasks and assist you in exceeding your goals.

Thank you for your input over the past year in regard to areas of concerns that you felt should be addressed and aligned with current guidelines, and where outdated policies and procedures were thought needing to be reviewed, and perhaps updated, to assist our university's dedicated staff in knowing they are valued as peers with great knowledge and skills. You and all professional staff are truly appreciated within the Stetson University community.

Your input is of great value to your SAC, and we deem each suggestion to be of great importance. Please continue to inform us of your needs, ideas and concerns; we are here for you.

Our goal with this Yearly Recap is to provide you with an update as to what (on your behalf) your SAC has completed during the past year, as well as provide you information on the initiatives we have added to our slate for the upcoming year.

Please visit our new [Staff Advisory Council](#) website to gain an understanding of our work.

Thank you for the opportunity to serve you. We look forward to making additional positive, forward movement throughout the year ahead.

Go Hatters!

Staff Advisory Council  
Fall Semester 2018

### **2017/2018 – Yearly Recap:**

- Your Staff Advisory Council reached its goal of creating the [Stetson University Compassionate Transfer of Leave Policy](#) for all full-time staff members. The policy allows a full-time staff member, who must be away from work for an approved and extended period of time, and who has exhausted their available leave time, to request paid leave from a voluntary pool, donated by other university staff [via the Compassionate Transfer of Leave Donor Form](#). Please visit the [Stetson University Compassionate Transfer of Leave Policy](#) webpage for additional information. Also, please consider donating a portion of your extra/unused vacation time to the fund and assist your Stetson family members in their times of need.
- Your SAC received approval from the President and Cabinet to adopt an all-inclusive seating arrangement as the common practice within the university. Discussions were initiated and a proposal drafted in regard to staff seating during major events to try to

create a more inclusive environment for all campus staff, reflecting the importance of the staff's contributions and commitment to the university. For Convocation 2018, staff members were seated on the floor in the Edmunds Center directly with the faculty.

- Also, printed program guides that introduce new faculty and staff will provide a more prominent display of new staff members, beginning with the [2018-19 academic year](#). The change reflects Stetson's value of inclusivity in all areas of our community and was initiated after feedback from staff members.
- Your SAC maintains an open-door policy for all staff members. To quickly and anonymously contact the SAC to provide concerns, feedback, ideas, and suggestions, we created [staffadvisorycouncil@stetson.edu](mailto:staffadvisorycouncil@stetson.edu). The SAC ensures the anonymity of all messages received. This is an area your SAC takes very seriously, and we assure you that your personal contact information (and the concerns raised) will not be shared with anyone beyond the SAC member who receives your message, and that only your (anonymous) concerns will be brought to the attention of the SAC members.
- You may speak personally with one or all of the SAC members or make a suggestion as you cross paths on campus with a SAC member, and we encourage you to do so. Please visit the [Stetson University SAC Members](#) webpage, so you can recognize our faces within the community. Additionally, you will find brief bios for each member, so you may gain a better understanding of who we are, what we do within our respective areas at Stetson, and where our passions lie within and outside of our university family.

### **2018/2019 – Looking Forward:**

- A main goal this year is to ensure all staff members know about their Staff Advisory Council, its members and how we can support you. The SAC intends to be more prominently known/seen across campus and wishes to visit you within your respective area on campus. It would be our pleasure to briefly join you during an office staff meeting to learn of topics you deem important or simply meet for coffee or lunch in the newly renovated CUB. We hope you will take us up on the offer, as we truly wish to get to know you on a more personal level. Feel free to utilize the SAC email address to request our presence at your upcoming staff meeting.
- Your SAC strives to ensure all staff members are treated with the professionalism and dignity they deserve, and to continually address concerns with professionalism via SAC-led discussions that align with the values and goals of the institution as a whole.
- The SAC will participate in events where we can have a presence, answer questions, and hear your thoughts on the current campus climate and how we may address your concerns for the good of all Stetson community members.

- The SAC will identify programs and initiatives at college and universities across the United States that are creating a more unified work force at all levels with transparency, diversity and inclusion for all. Once specific initiatives are deemed viable, they will be targeted for discussion, and a plan proposed as to how they may best be tailored to fit the Stetson University DeLand campus.