

## Employee Advisory Committee –Operations Staff

1/13/09 MINUTES

Present: Amy Diamond Barnes, Jerry Clark, Eddie Irvine, Cabot Miller, Mary Katherine Snead, Larry Stuart, Christopher Vess

### 1. Wellness

Mary Katherine gave an overview of current Wellness programming.

- Weight Watchers: Tuesdays at 11:30, WLU is subsidizing ½ the cost and also providing payroll deductions. If there are individuals who are interested in WW, but cannot attend at 11:30, please contact Mary Katherine (8355 or [mksnead@wlu.edu](mailto:mksnead@wlu.edu)).
- Smoking Cessation: Begins this week, we have 8 employees participating. Hope to hold another program next quarter. WLU pays ½ if employees attend all three sessions.
- Campus Recreation offers faculty/staff intramurals in 'lifetime' sports such as golf, tennis, basketball, etc. Contact Ray Ellington (8244) in Campus Recreation for more information.
- Campus Recreation has also expanded the group fitness class offerings. The noon classes are still free for faculty/staff. The other classes are \$50 for any and all classes – the fee can now be payroll deducted. The different fee schedules resulted from programs being offered by different departments. James Dick is working on resolving this discrepancy. Please note the 4:45 classes are specifically aimed at faculty/staff.
- Patti Colliton is bringing speakers during January and February as part of her Winter Wellness initiative. The speakers will be at 12:20 in Stackhouse on various wellness topics.
- Barbara Rowe leads guided mediations on Wednesdays at noon in the Sacred Space in the library.
- There will soon be a wellness webpage with information about all wellness programs at <http://wellness.wlu.edu>.

Please take advantage of these offerings and let us know if you have ideas for others!

### 2. Campus Climate Survey

Amy updated the group on a campus climate survey we are administering in the next few months. She explained that The Committee on Women recommended that W&L conduct an employee climate survey. Washington and Lee has contracted with ModernThink, the consulting company that does the 'Great Colleges to Work For' survey through *The Chronicle of Higher Education* (see last year's report here: <http://chronicle.com/indepth/academicworkplace/>). We will use that survey and will be able to add several customized questions. The hope is that this survey will provide more data on the campus climate and will allow us to compare our results against peer schools. Members of the new University Committee for Inclusiveness and Campus Climate as well as the Committee on Women are assisting with the customization of the survey questions.

The survey will be administered electronically. All employees in facilities and dining services will have email accounts by then and this will be a good opportunity to do some 'hands on' training. Employees will be able to complete the survey from their offices, from their home computers or in a campus computer lab where we will provide assistance in getting on-line to complete the survey. The group suggests having students or other people from a department help out rather than having HR or other administrators to stress confidentiality.

The survey will be live from March 2 for two weeks. All survey data will go directly to ModernThink. WLU will only receive reports that do not identify people, and don't give data for groups smaller than five. It is very important that we have high participation to see what everyone thinks, and to provide more complete information. For more information about *The Chronicle* survey, see here: <http://chroniclegreatcolleges.com/content/view/9/28/> .

Q) Could we provide example questions to employees beforehand – like they do the ballot in elections?  
A) Yes. A copy of the survey will be made available in the computer labs only.

Q) When will we have the results?  
A) We will have results in April. *The Chronicle* publishes their spotlights in July.

#### Miscellaneous

Amy asked about the response to giving the extra 5 SLR days for long service employees? The group said that it went over very well and helped make up for some reservations about CTO by long term employees.

Minutes respectfully submitted by Mary Katherine Snead, Human Resources.