

Student Affairs Council Self Evaluation – Kyle Schmidt & Helen Faith

BP325 Criteria	17-18	18-19
1. Clarity	We were terribly unclear of our role, in particular around planning. A considerable amount of time was spent on developing a new division strategic plan, but we felt the enrollment growth superseded our work.	With the addition of more student affairs managers, we've been better able to focus on policy. But we remain unsure of our role for planning. We've been continuing to operate under the assumption the enrollment growth plan is the division strategic plan, and we'd love a learning plan to frame our work.
2. Wide and explicit communication	We're content with our internal communication, but haven't done a great job communicating with the rest of campus. A more clearly defined role would help us here.	
3. Effectiveness	Struggled to get policies on the agenda at college council, along with spending a considerable amount of time on developing a plan we never used.	Have been working through policies, with one update approved. The number of new members has made getting everyone up to speed take a while, with all but two members being new.
4. Efficiency and timeliness	Experimented with alternating meetings with work sessions, to reduce the amount of actual meeting time. But plan development was very time consuming and ultimately too late to be impactful.	Have continued the experiment. Have learned the work session times aren't used. Have been pleased with how rapidly we were able to advance our policy change through governance this year.
5. Employee and student participation	Had good employee representation, but terrible student representation.	Continued good employee representation, with consistent student representation. Though both years, we've been a terribly poor job of surveying students or holding focus groups for policy and planning.
6. Decisions are made at the appropriate level, by the appropriate group with the needed expertise	Don't generally feel we make decisions, but make recommendations on policy for College Council. We've been very confused about how different groups overlap, and how many groups we have. We're also unsure if SAC should function as a planning body for the Student Affairs division, and be comprised of student affairs experts, or if SAC, in addition to being a policy making body, should function as an advisory body to Student Affairs Managers, providing diverse, cross campus opinions and feedback to Student Affairs.	
7. Employees and students are supported to participate and contribute meaningfully	Additional support is needed for employees and students to participate meaningfully. Our 18-19 student participant commented that even the employees on the group seem spread thin,	

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	and that there is a lack of clarify on what the student stipend process is. The incentives for participation feel inadequate.
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General feedback on governance for the GSC:

- Students are not sufficiently incentivized to participate
- Lack of clarity of roles and responsibilities with processes
- Hard to jump into a council and get into the swing of things - limited onboarding
- Hard to know who is responsible for changes to what
- Lack of clarify on what is a policy vs what is a procedure
- The policies and procedures we do have aren't followed and are questioned
- Lack of clarify what is in bargaining contracts vs governance, and what part does the contract play in governance, if any?
- The organizational structure does not support representation of the councils at college council
- From inception, the council system has never operated as designed
- Not perceived as timely or efficient
- Feels like the councils do things just to justify their own existence
- Lack of visibility that the system exists, about what it does, or how to get involved
- Not necessarily a representative system - the same people serve on multiple councils, the same people are active on councils/initiatives every year
- Doubt there's sufficient ROI on the work done in the council system. Some of the work is really important, but we seem to wait around a lot, and we're unsure if what we're doing even belongs to us. It's a lot of salary time, and we're not sure if the salary paid is commensurate with the work done in the council system
- Lack of assessment of the effectiveness of council work
- Lack of equity in how staff and faculty and compensated for time in councils
- Lack of accountability or transparency. No one is verifying the councils do work every month, or providing broader direction.
- The work that is done isn't necessarily communicated publically

