

## Re-structure Survey Results & Talking Points

### Overview

- The majority of staff wanted to be represented by job duties (45%) with a fairly even split wanting to be represented by hierarchy (27%) or position titles (25%). Can we combine the different options?
- Most of the respondents did not know what an At-large senator does but think they're important.
- Would we be able to keep the divisions as they are now but make the At-large senator positions aligned with job duties?
- How would this affect communication and engagement? One idea would be for the information to be disseminated via SharePoint and folks can opt-in.

### Task force recommendations for consideration

- Create a set number of senator positions based on divisions and a set number of At-large senators based on job duties. This would cover roughly 70% of the preferences from the survey responses for the question about how staff want to be represented.
- As divisions grow, consider expanding the number of senators that represents that area (ie: divisions < 200 staff members would have one representative but >200 would have 2).
- Consider asking what committee senators would be interested in participating in when they run for Staff Senate.
- Add a DEI senator or executive member rather than just having a committee to formalize and be more intentional about the DEI work in Staff Senate. The DEI exec. member or senator would chair the DEI committee.
- Assign focus to speakers – one operational and one engagement, with an engagement speaker running a committee to promote visibility and engagement of Staff Senate with university staff.