



**Professional Administrative
Staff Council**

PASC Business Meeting

November 6th, 2023

Campus Commons 2201 or [Teams](#)

- I. 8:30am: Call to Order/Welcome New Members

- II. 8:30 – 9:20am: Campus Climate Survey Discussion – Tobias Guzman and Sonia Schaible Brandon
 - a. The survey is used to assess how the campus is doing.
 - b. They discovered a lot with this survey that needed correction.
 - c. Response Rate:
 - i. HERI Faculty Survey: 46.5% Response Rate for Full-Time Faculty
 - ii. HERI Staff Climate Survey: 52.4% Response Rate
 - iii. HERI Diverse Learning Environments (Students): 16.4%
 - d. Faculty:
 - i. 87.6% agree that faculty at UNC respect each other.
 - ii. Overall, faculty at UNC get along with each other.
 - iii. We are top heavy in our faculty.
 1. 41.1% are Full Professors.
 2. 63.2% are Tenured.
 - iv. Faculty who identifies as Women are more likely to want flexible options.
 - v. Faculty of color feel that they are not treated as other faculty members.
 - vi. 61.6% - Disagree that faculty are sufficiently involved in campus decision-making.
 - vii. The amount of faculty who would like to leave UNC or higher ed has increased since 2017.
 - e. Staff:
 - i. 92.1% agree that they like their supervisor.
 - ii. 67.9% have been in their current position for less than 5 years.
 - iii. 60.9% identify as woman.
 - iv. 68.3% White.
 - v. 84.9% identify as straight/heterosexual.
 - vi. 27.7% reported having psychological disorders (e.g., depression, anxiety, PTSD, etc.)
 - vii. "...the faculty do not treat the staff with respect or professional courtesy."
 - viii. Means:
 1. I feel respected by faculty – mean: 2.64.
 2. I feel respected by other staff members – mean: 3.11.
 3. I feel respected by senior administrators – mean: 2.78.
 - ix. 20.7% work remotely or hybrid, 51.2% would prefer to work remotely.

- x. Only 31.1% are satisfied with the cost of health benefits, compared to 62.8% of staff at other institutions. Mid-level staff are the least satisfied.
- f. Students:
 - i. Good vibes about faculty.
 - ii. 83.0% agree they would recommend UNC to other students.
 - iii. 72.0% agree they feel a sense of belonging to this campus.
 - iv. 71.4% identify as Woman.
 - v. 18.6% Hispanic
 - vi. 100% of Hawaiian respondents also identify as another race/ethnicity.
 - vii. 48.2% report having a psychological disorder.
 - viii. 57.6% report having at least one disability.
 - ix. Non-binary students are feeling more overwhelmed and anxious.
 - x. Black students are feeling more isolated.
 - xi. The survey has increased awareness of the experiences of students.
 - xii. 5 Themes: Lack of support, safety concerns, etc. (survey conducted by janine)
- g. You will need to request access but will be accepted with a unco.edu: <https://www.unco.edu/data/>.
- h. Next Steps:
 - i. UNITE Session: Carefrontations
 - ii. Large presentation with facilitators on courageous conversations.
 - iii. Online dashboard with statistically significant data.
 - iv. Will be putting out social media cards that debunk myths.
 - v. Want to develop a DEI road map.

III. 9:20 – 10:00am: PASC Business

- a. Introductions/Subcommittee Assignments
 - i. Grants & Scholarship, Campus Community Relations & Events, Communication & Outreach, and Executive Committee

to	Rachel B	Treasurer, Executive Committee
	Nancy S	Grants & Scholarships
	Rebecca T	Campus Comm. Relations & Events, Campus Recreation Rep
	Kendra S	Vice-Chair, Executive Committee
	Jamie C	Faculty Senate Rep
	Alex H	Communication & Outreach
	Crystal I	Campus Comm. Relations & Events
	Kathy Z	
	Heather M	
	Berry K	IM&T Rep
	Vanessa C	Secretary, Executive Committee
	Bryan H	Campus Comm. Relations & Events
	Emily S	Grants & Scholarships
	Ashley D	
	Lynne H	Communication & Outreach
	Kayla T	
	Kirsten R	
	Jill Z	Communication & Outreach
	Audry S	Faculty Senate Rep (Shadow)

- b. Subcommittees meet and set priorities/goals before next PASC Meeting
- c. Thank you to everyone who participated in the Halloween Costume Contest!
- i. Updates on winners and prizes coming soon.
- ii. Will be posting updates on the newsletter.
- d. Remember it is [Open Enrollment](#) season

- e. Home Buying Session on November 9th in Campus Commons 2204 from 12pm-1pm
 - i. Limited to first 20 registrants
 - ii. Lunch will be provided
 - iii. Register by emailing mail@hometeam-lending.com
 - iv. Subject line: Homebuying W2S Free Lunch
- f. Looking Ahead – Next Meeting at Holmes Dining Hall
- g. Picture Time 😊
 - i. Next Meeting!
- h. Open Comment:
 - i. Fundraising in the past? Not anything we have done in the past.