

College of Arts & Sciences Staff Compact

Staff members are essential to the ability of the College to attain its goals and achieve its mission. College staff provide administrative, clerical, and technical support for the research and teaching that are the essential functions of the College and of its departments and programs. In recognition of the important contributions that staff make to all aspects of College operations, the Dean's Office, the Administrative Council, and the College Staff Council agree that:

1. Faculty, staff, and administrators are committed to maintaining high standards of professional performance and to advancing the mission of the College.
2. Interactions among College personnel will be based on mutual respect and on an appreciation for the role that each person plays in advancing the College's mission.
3. The College Staff Council will identify staff concerns and communicate them to the Dean.
4. The Dean and the Administrative Council will carefully consider and respond to staff concerns.
5. The Dean will communicate staff concerns that are properly addressed at the level of the University to the Provost and the Chancellor.
6. Staff members will take advantage of the opportunities for professional development provided by the College and University.
7. The Dean and Department Heads will seek ways to reward staff performance within the constraints imposed by the State personnel system.
8. Budgeting and allocation of College resources will take staff as well as faculty needs into account.
9. A means will be developed for staff to contribute to the evaluation of those in the College whose responsibilities include supervising staff.
10. The Dean's Office will work with departments and with the Office of Human Resource Services to ensure that the classifications assigned to staff positions are appropriate for the work and responsibilities involved.

October 20th, 2003