Committee Membership: Kristy Leen (Chair), Matt Gordon (Co-chair), JC Last, Chiquita Loveless, Nate Petersen, Jeffrey Van Gelder, Patrick Sedlacek

Workload Survey: After the Salary Survey report of the previous year, it became clear from the results of that survey that certain pockets of the P&S staff were under stress. A large issue for many people was that the level of workload on many staff is increasing. Attrition seems to be a large reason for this. Noting this issue, the Council decided to initiate a Workload Survey to further address this issue. Nate Petersen took the lead, working with HR and the IRB. As of the writing of this report, it was still not been distributed yet.

Salary Increase Recommendation: In the spring the Committee met with Pres. Nook and VP Hagar. The committee requested a 2.4% increase. This number is the average of the past 10 years of annual pay increases. Also it was argued that Covid-19 had put an undue burden on P&S staff, who performed very well over the pandemic. Later in the spring, the Committee received the response letter, with a 1.3% as the annual increase.

Covid-19: Covid-19 continued to be present in the first half of 2021. One thing to note. With the advent of working from home during the pandemic, the university decided to adopt a hybrid model where P&S were allowed to work from home part time, and then on campus part time. This was widely accepted by the staff, who found the flexibility a great enhancement to their work/home balance.