Summary

| Big Picture                                                                 | - The plan needs to better reflect the roles and aspirations of staff at the university  
|                                                                            | - Acknowledge that staff also play a role in educating students                     |
| Specifics                                                                  | - Add a new objective in BUILD based on recruitment and retention of excellent staff members. |

Round Table Notes:
- At the Campus Forum on March 14, it became clear that an objective dedicated to staff was missing from BUILD—given that the overall goal of BUILD is to build a diverse, inclusive community of students, faculty, and staff, the omission was clear.
- As a result, the president and provost drafted the following proposed new objective and presented it to the people attending the NASA roundtable for their feedback.

NEW Objective: Support ongoing recruitment and retention of a highly-skilled, diverse community of non-academic and administrative staff to enrich the University of Alberta’s working environment.

i. Strategy: Create pathways for career mobility and progression of non-academic, administrative, and academic staff members, which include opportunities such as secondments, exchanges, and job shadows.

ii. Strategy: Review, improve, and implement equity processes and procedures for recruiting and supporting staff in all categories who are representative of women, visible minorities, sexual and gender minorities, Indigenous peoples, and people with disabilities.

iii. Strategy: Encourage, facilitate, and reward the sharing of best practices by non-academic, administrative, and academic staff across units, faculties, and campuses.

- There was general agreement that the proposed objective was needed and that it reflected the key strategies they would like to see in place.
- Without proposed objective—the plan is great but I can’t see myself in it.
- Concern was expressed about the tendency within university culture to position staff as “secondary” to the core mission of the university (often signaled through the use of the word “support” to describe their work) and a request for the document to reflect, in some way, the fact that many staff at the university are partners in educating students. It’s a collaborative effort.
- Staff are integral to the university.
- Really refreshing to be part of the consultation process and to be heard. Would like to see the word “develop” in the objective as related to the development of staff talents.

CSJ and Augustana:
- How do we expose these gems more effectively? Could we do something on the UAlberta website to foreground them more effectively?

Implementation:
- The plan will involve some major culture shifts—some sacred cows will have to go.
- Nimbleness will be key.
- Love the action words as they suggest that the plan is actionable, measurable.
- The devil is in the details—could there be a companion piece which indicates how exactly we will animate the plan? Commit to the plan?