

BRYAN SCHOOL OF BUSINESS AND ECONOMICS STAFF COMPACT

Staff members are essential to the ability of the Bryan School to attain its goals and achieve its mission. School staff provide administrative, clerical, and technical support for the research and teaching that are essential functions of the School and of its departments and programs. In recognition of the important contributions that staff make to all aspects of School operations, the Dean's Office, the Dean's Council, and the Bryan School 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 Bryan School.
2. Interactions among School personnel will be based on mutual respect and on an appreciation for the role that each person plays in advancing the School's mission.
3. The Bryan School Staff Council will identify staff concerns and communicate them to the Dean and to the Diversity Commission Chair(s).
4. The Dean, the Dean's Committee, and the Diversity Commission 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 to the Chancellor.
6. Staff members will take advantage of the opportunities for professional development provided by the School and the University.
7. The Dean, Department Heads and Office/Center/Program Directors will seek ways to reward staff performance within the constraints imposed by the State personnel system.
8. Budgeting allocation of School resources will take staff as well as faculty needs into account.
9. A means will be developed for staff to provide feedback on the working relationships with administrators and faculty in the School.
10. The Dean's Office will work with departments and the Office of Human Resource Services to ensure that the classifications assigned to staff positions are appropriate for the work and responsibilities involved.