

Staff Council Plenary Meeting
Minutes
Friday – October 20th, 2023
Zoom
9am-10:30am

<https://sfsu.zoom.us/j/85181548846?pwd=OExZb0syME5wcmNJTWhERTJuNHE3dz09>

Present: David Apelt, James Ebben, Kendra Harris, Paula Hsieh, Chanda Jensen, Carlos Julio, Herman Lee, Chelsea McNutt, Mary Menees, Dylan Mooney, Janet Remolona, Devi Ruslani-Reyes, Anarose Schelstrate, Denzel Vaovasa, Mirna Vasquez, Samantha Ward, Ingrid Williams

Guest: David Olsher (Chair Student Affairs Com, Academic Senate), Grace Key, Peter Hendricks

CALL TO ORDER: 9:05am

1. Approval of the Agenda for October 20th, 2023
Agenda approved by acclamation
2. Approval of the Minutes for October 13th, 2023
Minutes approved by acclamation.
3. Announcements from the Floor - none

Reports

4. Chair's Report – Dylan is officially back on vacation. Does anyone have any discussion on yesterday's UBC meeting. Staff UBC office hours at 11 today. Mary asked for the link from Nancy. She shared that she really appreciated John Kim sharing the timeline for everything. Chanda also needs the link for office hours. Encouraged everyone to go, lots of information that you don't get otherwise. Very important to hear. SAEM (Moore) spoke on how they are planning on handling those. Anarose shared that we need to pay attention, staff lay-offs is reality. Janet appreciates his thoroughness, would rather have information than less. Mary feels its too bad that faculty fees insecure about sharing on CANVAS. Encourage everyone to look at CANVAS site.
5. University Reports (UBC, Senate, etc.) - None

Guest Speaker

6. David Olsher, Chair of Student Affairs Committee – Academic Senate
Dylan introduced David Olsher and thanked him for coming to speak with us. David shared that he is excited to see SC active and thriving and he is glad to be here. Student Affairs Committee is a standing committee of the Academic Senate, and they take up anything that concerns the well-being of students. One of the things that keeps coming up is the challenges of hiring students, there seems to be a of confusion. One thing his group does is ask a lot of questions and encourages for things to be solved. The online process was not working well and CLD (career development) have worked on streamlining the process. The hope is that CLD will be able to hire the managers when things are done. The I9 verification is currently done by the Parking Dept. in person at the parking office. There is concern about the location being next to Campus Police and that some students might have issues about going there. Ingrid has been in

conversation with folks and shared that it moved to Parking because the staff who was doing previously is no longer here. The Parking Office seemed to be the logical place for now since folks already go there for finger printing, and because they have staff to do it. She acknowledged that students have a valid concern about the location. Anarose shared that it takes a few weeks to finish the process and sometimes defeating to students. James works for Resident Life, and they are the biggest employers of student assistants (120). James now has an administrative specialist being trained to do this. Hiring at the beginning of the year is very difficult and there are a lot of issues getting them hired including the fact that they cannot hire until after move-in day. For returning students they are hired in 2 positions – in the summer, they are hired under bridge and change to another when semester begins. Chanda hires for 230 position and their hiring does not stop. Mashouf is open 24/7. She is having to do double ETRACs (ETRAC for bridge for 1 month, then ETRAC for fall) and another issue with International Students with end date (redo another SPAR, work with tax specialist). Chanda trained the I9 person in UPD and got an earful every time she did an I9. There needs to be a one stop shop to put information on hiring. Before when it was in zoom, it was much easier (from Homeland Security), I9 tracker. Students are also concern about bringing documents to campus. Processing for international student applicants is difficult. Kendra echoes James and Chanda's thoughts on international student applicants. In addition to the running around, AOCs are not trained on the process for these students so general training is necessary. Ingrid commented that it is a much larger issue. For bridge, there is not a lot of wiggle room for wanting to start students earlier. It's regulations. When students get paid late, savvy students go and complain to Dept. of Industrial Relations. This is costly. David asked for suggestions of people who they should talk to (maybe just career development). Anarose asked whether colleges can use the person in their college that already does the I9 for lecturers faculty to do students' I9. David said this is great information. David mentioned the issue of students working but haven't gotten all their documents done – experienced informal process when he had a grant. Janet commented that folks should not be doing work around – she's telling everyone you cannot work until documents are done. It is unfortunate that we are always waiting for the I9 process to be done. Kendra wanted to speak to the GA and work around, gpa requirement – faculty wrote a letter justifying the hiring of a grad student. Sometimes may push it just a little bit just so a student can get a job. Janet needs to get the chairs to not let students work. Mary commented that all these issues will be more urgent if the student assistants vote to form a union. David will share information with us. Dylan said we have no historical data and don't know what these positions do. Also noticed that with the budget concerns, folks are hiring work study not student assistants which impacts our international students and their ability to work.

Standing Committees

7. Break Out Rooms – Dylan asked if we are combining equity and policy? Chanda said to keep them together for now.

Close the Loop

8. Standing Committees Report Back (Approx. 10:15am)

Staff Enrichment – Devi reported that they discussed the craft fair event and meeting with Chico on 10/24/23 at 3pm.

Policy/Equity – Mirna reported that they continued to discuss bylaws. They agreed that if someone is reclassified and if space is open, they are allowed to stay in their position. If moved to MPP, cannot be in SC. Change wording in bylaws and put into first reading. Discussed an email from Dylan regarding a notice from Academic Senate requiring departments to create bylaws. An AOC reached out that they were concerned that there were not enough information on “staff” in the bylaws. Group will look at policies and Mirna shared that this is coming from faculty affairs, so it doesn’t have a lot on staff. Suggested to invite Academic Affairs (Carrie, Chair of Faculty Affairs) and Sandee for future meeting.

9. Open Floor -

Adjournment: Time Approximate 10:30am