

Staff Council Plenary Meeting
Minutes
Friday – November 17th, 2023
Zoom
9am-10:30am

Present: Caroline Alcantara, David Apelt, James Ebben, Daniel Fontaine, Kendra Harris, Chanda Jensen, Herman Lee, Mary Menees, Dylan Mooney, Sandee Noda, Janet Remolona, Devi Ruslani-Reyes, Anarose Schelstrate, Dominic Scicchetti, Jamil Sheared, Denzel Vaovasa, Mirna Vasquez, Samantha Ward, Ingrid Williams

Guests: Grace Key, Annalise Harlow, Peter Hendricks, Brian Vu, Katherine Kwid, John Kim

CALL TO ORDER: 9:05am

1. Approval of the Agenda for November 17th, 2023
Agenda approved by acclamation.
2. Approval of the Minutes for November 3rd, 2023
Minutes accepted by acclamation.
3. Announcements from the Floor – N/A

Reports

4. Chair's Report – Dylan shared that Thursday was the President's Extended Cabinet meeting where Anarose also attended. There were general reports from different folks. Introducing a new chatbot from Katie Lynch's office. Seal of Excelencia group reported on the process. The townhall coming after the break was discussed and will likely be a webinar so more people can attend. It will be a "conversation" with President Mahoney and Provost Sueyoshi and the plan is to solicit questions ahead of time. Dylan gave a brief highlight of the SC survey and shared some of the interesting tidbits. Dylan would like to give a more extended version of the survey in the future.
5. University Reports (UBC, Senate, etc.) – Mirna shared that they met with the Title IX implementation team. What/when to report back to constituents, lots of information. Next meeting will be deciding on proposal that will go back to the Chancellor's office. Group doing a great job coming together, doesn't seem like they are doing a lot, but they are. Next meeting is on November 30th.
6. Get to Know a Staff Council Member – Anarose Schelstrate is the Academic Office Coordinator of the Dept. of Equity, Leadership Studies, & Instructional Technologies at the Graduate College of Education where she has been for 27+ years. ELSIT has 3 MA programs, 1 Professional Administrative Credential, 1 Grad. Certificate program, and the Step-to-College Program (a high school outreach program which has been in existence for 35+ years). Anarose is the only staff in the department and manages the fiscal and academic processes that includes admissions, information, and orientation sessions, as well as class schedule building.

Guest Speakers

7. Interim Vice Provost, John Kim – Academic Affairs Budget Re-alignment Update

John shared that he is putting together a new academic affairs multi-year budget advisory group. He'd like to find people from 5 groups: CBOs, associate deans, academic senate, department chair, representative from staff council. He does not want people from the same college, and he'd like the group to start in 2024. Groups like these are formed in crisis situation and it isn't to diffuse responsibility of hard decisions. John would like help in understanding how resources are expended across academic affairs. What he doesn't understand is the programmatic impacts/reasons for why monies are spent this way. He doesn't know anyone who understands this fully. There's very little on operating budget and he can't talk to one person and find out the answer. This new group will help him do this. Prioritizing the OE budget. He sees the work as being hard work that nobody is doing right now. Will be useful to have good representation across the academic affairs units. Seems like things are getting worse and not better. Divisions have to have information in order to plan for next year.

John knows that there's a conversation with president and provost after the break and is encouraging folks in this group to participate as there might be information concerning staff, need staff prospective. Academic Senate is going to solicit questions, look for an email from Mike Goldman. Mirna shared that one of her jobs in equity and inclusion, is to recruit folks to join other groups outside of SC. Maybe get a Qualtrics for staff nominations – John said that the intent is to get staff outside of CBOs, etc. SC is the only body where they can ask. John wants to convene the actual group in December. Dylan said we can definitely send out an email to the list serve. Mary brought up the 3:3 workload discussed during office hours - tradeoff is higher class sizes. Lots of hostility regarding this. John said that by the time it got to the senate, process itself led to some inequities, different approaches. John reiterated in short, that the start of the 3:3 workload for SFSU started in the 1990s, started as experiments. In Psychology where John started, he had a 4:4 load. The Chair of Psychology at the time came up with the 3:3 idea so faculty can do other things besides teach as long as we serve the same number of students. To free up time for research, but not ask for any more money. The early movers of the 3:3 did it on their backs and some instances on students' back. COSE did a similar thing, as well as Business. Historically, those are the colleges that had large class sizes. Have problems with historical accounts. The ones who did not moved to 3:3 were Ethnic Studies, Creative Arts, and Education. The Provost charged the Colleges to develop a plan using their own resources, it happened with Humanities and HSS. Ethnic studies did not do it as they saw it as an ethical thing, was not willing to increase class sizes. They now have standard lecturer courses of 40-50 students. After 2008's budget issues, it just stopped. Anarose asked what happened with GCOE and John answered that he never got a plan from Dean Perea and the window passed. The reason Creative Arts was able to move to a 3:3 load is because they were absorbed by LCA. Ethnic Studies was able to do it with no additional resources. Janet shared that they went to 3:3 because of accreditation. There's historical reason why we are relatively low funded. Leslie Wong said you grew at the wrong time. We need a University Historian – where do we keep this history? Deborah Masters, Librarian, might be a good person to ask about these.

How did we get down this road? Overfunding, we spent money for students we didn't serve. Policy route is not feasible, this became clear, in some of the discussion in the senate. Authority for budget decision, delegated entirely to the president of the university. Policy cannot be implemented to curtail the authority of the president. What we are seeing now – two basic

parts (student tuition and funded FTES, allocated by Chancellor's office). We are suffering because of not meeting our target. Starting next year, we will be getting a reduced allocation from the Chancellor's office. We are facing a double whammy – once the hammer comes down from those 2 fronts. 2 things we need to be thinking about – do everything we can to meet target and find a way to reduce our expenditures. No way for us to get back up to our funded target. John has not ruled this out. The only thing John can say is that we need to live within the resources that we are actually getting. The second direction we are going to is to live within the resources. We need to be vigilant across the university – denial-based narratives. HERF money, onetime money, came and seemed at the time to solve “problems.”

How units are using the money? Does service count the same for WTU? The short answer is no. Service includes office hours and membership to committees (time consuming). 12 units teaching, 3 WTUs for “service”. Additional assigned time is given to more time-consuming committees like Academic Senate chairs, a negotiated thing with various groups. Release from teaching a class. Not all time consuming service is paid release time.

Are there roles/jobs that are being considered for consolidation – centralized basic computing under Academic Technology, and John said the way it was done was without grace. John addressed one of them to make it clear, that certain centralization depends on different units, justification for this maybe is to reduce the cost but not reduce the service. John said that if someone from AT resigns, he doesn't see that they'll be hiring to replace immediately. There is a reason that centralization approach makes sense to some degree. Historically, Dolt was business based so College IT groups started. Are you serving basic core of different units? Or centralization, will it actually serve academic affairs. Back in the dark ages if we go back to how Dolt used to do it.

APDB, basis for faculty workload reporting. The Provost just came from a meeting at the Chancellor's office and shared that the Chancellor is saying that may not be utilizing APDB. Are there things we don't need to be doing? Reorganization of existing staff - John asked colleges for organizational plans for staff and MPPs.

Focus on college staff for the new advisory group.

Standing Committees

8. Break Out Rooms (if time allows)

Close the Loop

9. Standing Committees Report Back (Approx. 10:15am)
10. Open Floor

Adjournment: Time Approximate 10:30am