

**Staff Council Plenary Meeting**  
**Minutes**  
**Friday – February 23<sup>rd</sup>, 2024**  
**Zoom**  
**9am-10:30am**

Present: Teddy Albinak, Nanette Davy, Husan Erciyas, Kendra Harris, Christine Hintermann, Chanda Jensen, Carlos Julio, Herman Lee, Chelsea McNutt, Mary Menees, Dylan Mooney, Robyn Ollodort, Devi Ruslani-Reyes, Rebecca Sanchez, Anarose Schelstrate, Dominic Scicchetti, Duc Ta, Denzel Vaovasa, Mirna Vasquez, Samantha Ward, Ingrid Williams

**CALL TO ORDER: 9:05am**

1. Approval of the Agenda for February 23<sup>rd</sup>, 2024  
Agenda approved by acclamation.
2. Approval of the Minutes for February 16<sup>th</sup>, 2024  
No Minutes
3. Announcements from the Floor  
Kendra shared that the Italian Consul will be interviewed by Crave Radio, KFSF, on Wednesday morning starting at 10am. Link - <https://www.becamedia.net/home/kfsradio/>

**Reports**

4. Chair's Report  
Dylan shared that we have a couple more guest speakers in the cue – on March 15, Luis will give an update on Seal of Excelencia. May Sun will come in April to speak on committee on disability. Dylan has a couple more emails out. He has a date to meet with dean of students to discuss how to best integrate students and how to have a better connection with associated student. Today is UBC staff office hours,  
<https://sfsu.zoom.us/j/84816533577?pwd=NVdleS9YY2RGQ3BxRWNOS1VGSjFqQT09>
5. University Reports (UBC, Senate, etc.)  
Ingrid shared that she had a discussion with Cabinet about how they can support SC's fundraising efforts. Mirna reported that the Title IX implementation group met for the 2<sup>nd</sup> time this semester, they were going to provide other items of concern. Yesterday, they started looking at case studies and everyone participated. Once discussions are over, Mirna will bring to the SC group. The SC group will be a good group to present certain items of concern. Dylan shared that the cost recovery committee have not met this semester.
6. Get to Know a Staff Council Member – First time, doing multiple folks in the same unit. Dylan welcomed the CHSS operations and facilities team - Dominic Scicchetti, Samantha Ward, and Denzel Vaovasa. Dominic and Sam will present today and Denzel will go next week.

Dominic was born in Willitz, CA, where he lived in a small farm and raised livestock (goats, pigs) and never had less than 5 dogs. He moved to San Diego then to SF State and received a degree in English and Master's degree in Physics. The CHSS operations team, do a lot of projects for the college. For example, they did the FINA department's sewing lab – involved extensive move,

scheduling and organization. The department had very specific tech needs and lots of moving pieces. Dominic does a lot of equipment inventory – it's hard to nail down where things are. His daily tasks involves managing mail and delivery as well as operations help desk. He worked closely with the college's IT unit. until they were moved.

Samantha Ward is from Suisun Valley and came to SFState where she met her husband and best friend. Along with the team, she assists in providing instructional support. Sam is specifically tasked with budget and space management, project research, and procedural management. Their team is very well integrated and there are a myriad of things that they all specialize in. They are deeply missing their inhouse IT support and it has been difficult since they were moved but they are managing the best way they can.

Mary thanked Dominic and Sam and commended them for all that they do. Chanda asked regarding space and how they are utilized. Sam said they have different approach as they are a fairly large college with small spaces - they have labs, 50 multispace, and they collaborate with other units on campus. They get preference for use of spaces in HSS, Gym, and Burk Hall.

Dominic said they have some cool (lab) spaces in HSS.

#### **Guest Speaker:**

##### 7. Teddy Albinak – Interim University Ombudsperson (Approx. 9:30am)

Dylan welcomed Teddy who has worn many hats on campus, but today he comes to us as the Interim University Ombudsperson. Teddy is from Tucson, AZ and the only thing he wanted to do growing up was to leave AZ so he can go into debate. He went to the Univ. of Redlands, then a friend invited him to come and he became SF State's director of forensics. He fell in love with community. He coached a few teams in LA and went to the University of Texas to get his P.H.D. He got a call to say that the director of forensics was open, 80% staff and 20% faculty. He found the experience isolating, he was not a tenured tracked faculty and was traveling a lot. He joined Academic Senate where he met Dylan and appreciated his expertise and he liked shared governance. As the Interim Ombuds he is on a mission to improve the office. How to share and reach folks. Ombuds is a tricky name – role meant to help people navigate policy conflict and this is still how we think of it today. He is surprised how international this is – used by organizations, government, etc. An ombuds can help with anything – assistance in univ policy and procedure/need help understanding; help thinking through our organization; who the players are; help with folks who are having conflicts with someone else and assess what options are available/ facilitate support conflict mediation. Four pillars – ombuds will act informally/listens impartially/maintains independence/values privacy. Ombuds housed under university enterprises. Does not take notes. Changed in January – before, the office was house in HR and before that, shared Title IX coordination and ombuds. The role is about open communication. Reporting location might influence people's sense of safety. He would like to present with other groups, and work on developing the website. Plan to provide short campus trainings for summer and fall. Not an easy time right now. Two ways to access ombuds, website, contact ombuds directly, [ombuds@sfsu.edu](mailto:ombuds@sfsu.edu). How can we improve the office? How to reach more staff? The group thanked Teddy for coming.

Ingrid commented that it is important to share with folks that if they decide to go with multiple channels (union, HR, etc.) in addition to the ombuds, issue takes on a life of its own. That complicates issues a little bit more. Language is important. It is confidential in ombuds area, but

not if they reach out to other arms. Anarose commented that language is very important when reaching out to people. Trust and feeling comfortable takes time. Husam commented that the “reaching out” piece is crucial because sometimes communications is difficult, getting info from top down – flyer in break room, it will take time. We are setting up the floor, understanding what this provides. Sam wanted to affirm Hussam and Anarose, the importance of the person in this role cannot be overstated. Sam had experience from previous ombuds – she did not have a good experience. Having a trustworthy person in the role, honoring the role goes a long way for “trust.” Chanda wanted to echo, build community with trust and that Teddy is good at building trust. Having a flyer of some sort, in multiple languages, where folks congregate. Doing a “human road show” and getting it to divisional meetings can also be helpful. Kendra, as part of the policies and procedures group, asked what sort of things do can they collaborate with Teddy on. Teddy said that the conversation will continue on possible collaborations. He said that when he was in AS, he couldn’t be in other committees. He will be happy to work with subcommittees and meet with them. The group thanked Teddy for taking this on. Christine Hintermann commented that it is important to keep track of who you are talking to and appreciate that Ingrid brought it up. Teddy thanked everyone for their feedback. Taking back a real sense that community building and trust is an important part of the work. Flyer in multiple languages is great suggestion and going to meetings. SC is Teddy’s favorite group on campus.

#### **New Business:**

8. Bylaws Update – Second Reading

Denzel shared that they didn’t change anything, voting on the same thing. On second reading, belongs to whole group, now to bring argument for the motion or make a motion to amend (actual amend, give a line word for word) and each amendment is voted on independently. Dylan asked a synopsis of the change – last semester there was a staff change and we didn’t have a mechanism to make change so this was written to address that part. Line of succession, extension of that and clarify some things. Dylan asked if we have a motion to amend? Mary would like to speak in favor of this change. Dylan did poll, 100% in favor, 13 out of 16. Thanked all for work on update, change has passed unanimously.

#### **Standing Committees**

9. Break Out Rooms (IF we have time)

#### **Close the Loop**

10. Standing Committees Report Back (Approx. 10:20am)

11. Open Floor

Mirna asked that we stay in the room. Mirna got a request to fill the post that staff is vacating for the rest of the semester. Qualtrics was sent. There were a couple of people that were interested in UBC. Should we forward the 2 names? Sam’s name is there and Mirna asked if she is still interested - spring elections is coming up for the 3 year term. Sam said no to the finishing up this term but interested on the full year term. Dylan said this is preemptory because he got an email from Nancy Ganner but the committee hasn’t voted/agreed, but they really want to have seat filled for rest of semester because they have an item to be voted on. Mirna said

another committee is the student fee advisory committee and that folks are welcome to attend the current meeting. Chanda commented that it's probably a good idea to share what the student fee advisory committee does. Mirna will look at their charge and share with everyone.

Chanda wanted to acknowledge and thanked the guests, Nanette Davey and Rebecca Sanchez, for joining our meeting.

Anarose asked about student representation and how they are chosen. How about someone in a dual role (staff but also a student). Initial thought is that they are chosen in consultation with ASI. Dylan brought up bylaws and doesn't see anything and is reading fairly open. Chanda is also reading as very open and like the flexibility. It also doesn't say student assistant. Dylan's recollection going back to academic senate has been based on AS stuff. When he was in senate, they had a hard time getting students to fill the seat. ASI would give name. Discuss process with them for they may already have a process, let's start that conversation. Equity committee can start putting together. Work in tandem.

Kendra motioned to adjourn early and Sam seconded. Accepted by acclamation.

**Adjournment: Time Approximate 10:27am**