

## Staff Council Plenary Meeting

### Minutes

Friday – April 19<sup>th</sup>, 2024

Zoom

9am-10:30am

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

Present: David Apelt, Husam Erciyas, Daniel Fontaine, Kendra Harris, Chanda Jensen, Carlos Julio, Herman Lee, Chelsea McNutt, Mary Menees, Dylan Mooney, Taylor Myers, Robyn Ollodort, Janet Remolona, Devi Ruslani-Reyes, Anarose Schelstrate, Jamil Sheared, Duc Ta, Denzel Vaovasa, Mirna Vasquez, Samantha Ward, Ingrid Williams

### CALL TO ORDER: 9:05am

1. Approval of the Agenda for April 19<sup>th</sup>, 2024  
Agenda approved by acclamation.
2. Approval of the Minutes for April 12<sup>th</sup>, 2024 – no minutes
3. Announcements from the Floor – Robyn Ollodort dshare that this past week CSUEU members attended lobby day and she spoke to assembly members and senators and let them know what the CSU community needs. They asked to support the compact, student assistant campaign, mostly budget and funding. Anarose shared that tomorrow is Explore SF State day, many volunteers/ambassadors will be here bright and early.. Caroline announced next week's Earth Week activities link, <https://news.sfsu.edu/news/sf-state-earth-week-2024>  
<https://climatehq.sfsu.edu/climatehq/earth-week-2024>

### Reports

4. Chair's Report  
Next Wednesday will be Dylan's first one-on-one meeting with President Mahoney. The President Extended meeting was yesterday with Mirna and Dylan in attendance. They covered regular standing reports, update on website (dramatically being scaled down, a lot less full domain), our website will be more search friendly. From the regular standing reports two things caught Dylan's attention: 1) a bit of a bleeding over/cross-over - CSU on degrees and Community College focus on GE, then CSU more on PhD/level stuff. CCs are wanting to award Bachelor degrees and UCs and CSUs encroaching on each other for MA and PhDs, and 2) president gave a brief update on travels to capital, arguing on behalf of CSU in general, there's been calls on "reserves" at the chancellor's office, and there are now figures that Lynn will share with everyone so we have a better understanding of budgeting in higher level. Mirna shared that they have been discussing in AS about Community Colleges wanting to offer Bas in Nursing. Also that Mike Goldman did a break out room to focus discussion on website. Mirna is excited about the website update. Dylan shared that at yesterday's UBC meeting, the president acknowledge the we are doing less for less. We can't do everything the same, make some hard decisions. It hasn't been missed and that we have to re-align our goals. Mary said there wasn't any clarity on how we reallocate, dividing tasks. Ingrid said that we don't know all that yet, and this is work for the summer.

5. University Reports (UBC, Senate, etc.)

None

6. Get to Know a Staff Council Member – Carlos Julio

Carlos was born and raised in Chile and he has been working in the Graduate College of Education for 14 years. He works on accreditation and assessment (created position for all credential programs, PPS, counseling, psychology, social work, new cred. In nursing) also working with LCA, ITEP. Happy to see more students interested in credential. Started in college at the “help desk” and worked with Drupal. He does the reports, federal and state reports, as well as chancellor’s office report. Lots of data. Work with other colleges, building queries, campus solution. His background is in software and industrial engineering. Also received an MBA from SFSU. Carlos worked for many years in the private sector - shipping company (satellite communications, accounting, finance, logistics, containers), US environment, and recycling. When he was a child, he watched with his dad the show, “Streets of San Francisco”, and that he did everything that was in the show. His dad was a professional boxer and fought in SF and this inspired Carlos to move to SF. Mary thanked Carlos for sharing his wealth of experience and Husam also shared that he, too, watched the show while he was still in Turkey in the 80s and that it also made an impression on him.

### Guest Speakers

7. Carleen Mandolfo – Faculty-Staff Relations Conversation

Dylan introduced Assoc. Provost (changed from Dean) Carleen Mandolfo. Dylan asked Carleen to tell us a bit about faculty affairs and development. Carleen is a BECA alum and she came back to SFSU four and a half years ago. She spent the majority of her career in Maine working for COBE before she made the move to SFSU in administration and she is happy to be home as she did not like the cold weather of Maine. Her office handles everything faculty related: hiring and recruitment, retention tenure and promotion, and all files moves through her office. Faculty has to go through the process of review every year. Three of the years are comprehensive reviews (for tenure) five years can get promotion, handles leaves and sabbaticals, manage disciplinary issues along with HR and union, article 12 (order of work and entitlement issues). She sits in a lot of committees in relation to faculty. Anarose asked Carleen what her views/thoughts are of staff/faculty relation. Carleen shared that faculty is really a privileged group not just in terms of salary, but in working conditions and liberty. They have a sense of hierarchy and that faculty don’t always feel that they are typical employees - feel like they are independent contractors. Faculty can struggle, in her experience in other systems, faculty struggles to navigate systems, roles, she has seen the contention around that sense of not having the authority they feel they should have. She’s heard a lot from staff because of that sort of attitude. There are a lot of chairs on campus that are getting savvy in terms of the roles of staff and how important staff contributions are. Darleen recommended organizing something to present to faculty to “mend” relations. James Martel has talked with her about tensions with staff. Carleen is neither staff nor faculty. Ingrid commented that she works with Carleen closely and finds it interesting over the years, staff haven’t always felt that they could express themselves – faculty can speak to staff a certain way and staff could do the same and that’s where some of the rub has been. Ingrid also finds it’s not across the board. Some has good relationships with their chair, for example. When there is a good working relationship with supervisor, then there is normally no

issue. When there are issues, then problems arise. Carleen also commented that because of the structure of being an academic, faculty are not in an environment where they feel that their job interacts with staff/colleagues. There's a real sense of independence, like I don't have to work with you, and lack of understanding of what it means to be a colleague. Their focus is their students. Carleen suggested having SC present in orientation of new faculty. Mary thanked Carleen for coming and commented that at yesterday's UBC meeting, there was talk of attrition to cover budget cuts, doing less for less. What are Carleen's thoughts on pass lay-offs and what faculty expectations are. Can see this as something important to communicate for the sanity of staff. Ingrid said that this is an important conversation - reduced programs, they will be looking at efficiencies of positions, have to keep in mind from a labor perspective. What do faculty believe what staff should be doing that they should be doing themselves. As a result of VSIP, the unions will be asking a lot questions. They have a right to know which of their members in which area, and who is going to take on this work. Some of this will be played out through that process. Ingrid believes we can have a collaborative conversation on some of the points we are talking about. As programs are reviewed, there are going to be shifts, folks moving around. Janet commented that staff should be present in new faculty training and she feels it is also good to train new Chairs as they do not have the right training to be an administrator, faculty don't know how to be an administrator. How do you empower chairs to learn how to have this difficult conversation. Carleen, acknowledged that this is such a good conversation, but such a hard nut to crack. Most important job and hardest job. Carleen tries to protect chairs from having to be the communicators of "hard decisions." Ingrid said that the Chancellor's office does a training for department chairs. She also said that consistency is very important, navigate the personalities and stick to the facts. Dept chairs are also faculty and Ingrid believes they do reach out when problems arise. It's also the SFSU culture but folks still have to follow policy. Carleen feels training and communication are very important for all involved. She's happy to move forward with a couple of things as she feels they are important.

Thank you, Carleen!

### **Standing Committees**

8. Break Out Rooms (if we have time)

### **Close the Loop**

9. Standing Committees Report Back
  - Enrichment – Devi reported that the group talked about the wish list that Caroline is incorporating into a "draft budget" to give to Dylan to present to President Mahoney.
  - Mega Group – Mirna reported that they continued the conversation on staff/faculty relations. Policy and procedures will work on. It was a good opener to have her come. Didn't have time for code of conduct, have agenda for next week for plenary group discussion. Do we add to constitution and bylaws, or do we elect committee. Elections next week.
10. Open Floor – Mirna thanked those who volunteered to be Stage Marshalls
  - Janet said there are so much stuff happening on campus and where is a space where we see this in one place. Last week, Devi, talked about a "toolbox" of all resources suggested by Darlene

Yeh. One place for resources of calendar of events. Chanda said it will help events when we streamline our calendar of events process. The Newsletter idea from Sam can also help. Kendra announced that Pres. Mahoney will be in studio next week, KSFS radio. April 24 at 11:15am.

**Adjournment: Time Approximate 10:30am**