

Staff Council Plenary Meeting
Minutes
Friday – December 1st, 2023
Zoom
9am-10:30am

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

Guests: Grace Key, Peter Hendricks, Juan Carlos Gonzalez, Maria Dong

CALL TO ORDER: 9:05am

1. Approval of the Agenda for December 1st, 2023
Agenda approved by acclamation.
2. Approval of the Minutes for November 17th, 2023
Minutes accepted by acclamation.
3. Announcements from the Floor - NA

Reports

4. Chair's Report – UBC meeting is coming up in two weeks and President's Extended Cabinet is next Thursday. UBC steering committee met on Monday to prepare the agenda. More discussions on budget calendar, and department presentations. Conflict between budget and academic calendar and overlaps.
Dylan asked who attended the conversation with president and provost. Sam said it was rough and Dylan agreed. Chanda said the information was high level. There were a lot of questions and didn't seem to have gotten to all of them, rather slow. Mike Goldman moderated. President Mahoney mentioned San Jose State and that they put their focus on Division 1 sports and popular programs like engineering and business as well as their relationship with Silicon Valley. Janet attended as well and doesn't know if we got a lot of new information. Janet knew it was going to be slow so perhaps they should have just answered the questions submitted ahead of time in writing - but it was good to have the opportunity. Dylan said it was tough but keep trying. Juan Carlos Gonzalez commented on chat that he felt it seemed to be deficiency focused. There were some positives mentioned, but overall was exposing many issues (vs solutions). Sam commented that it definitely reinforced the idea that faculty need to increase attendance at UBC and other venues, or at least review the slides.
5. University Reports (UBC, Senate, etc.) - Janet reported that she attended a meeting yesterday with other CSU groups trying to get a staff seat on the Board of Trustees. Mostly talked about how campuses are forming Staff Councils. Found out that CSU East Bay's president told them that they cannot form a staff council and they want our help to convince their president that it's important. Talked about how various councils have funding – we know that Chico has general fund money to pay for a full time staff. They do a lot of fundraising, monies are in auxiliary

accounts. Chico sells olive oil (buy for 12 and sell for 25). They also do bake sales. The staff councils across the CSU, still many on its infancy. Sacramento has college staff councils. Talked about college level recognition when not all the same can cause problems. At the end, their push is to get a staff in Board of Trustees.

Mirna reported on Title IX meeting, talked about initial communications plan. SFSU group is getting a lot of work done, more than other campus and report is due to Chancellor's office on December 15. In spring, group will tackle other items of concern. The report going to Chancellor's office is very detailed. Starting in spring, they'll ask group for more information. Janet wanted to ask the SC group how much information do staff want to hear about Title IX information. Mary said this might be a good survey to all staff. Janet shared that for her it used to be athletics related then staff rights, harassment - you don't know what you don't know. Anarose asked if anything that can be done to make it easier to report incidents, that it is a safe place. To help people understand, educate people. Places where report are going down, it is because they are good at educating people. Cultures change a lot, the way we communicate changes a lot. Educate/train/education/train. Everyone needs to understand that some things are not OK. Ingrid said she will echo that – the Title IX office, equal to the person making the complaint, people need to know where to go and who to go to. Who are other folks who can support them. Education, length of time that it takes. Takes time to investigate. Keeping individuals in the loop in terms of the process, on how long it takes. Definitely believe that a lot more education is needed. Like bullying...understanding that there is only so much that can be shared. Dylan said he wants to know everything. Janet said there is so much but all good stuff. There's so much recommendation for our university. Advocates for people. Things that don't rise to investigation but the person making the report has support. Reporting is not supporting. Janet said we need to really support our students more. Look forward to sharing with us and getting some feedback.

John Hendricks from chat commented that psychological harassment and bullying cases are insufficiently handled by Title IX at this campus

6. Get to Know a Staff Council Member – Paula Hsieh, is the communications coordinator for SC and her daily role is academic advisor for student athletes (300+ students, 13 teams). She co advises the student athlete organization. Job includes admissions, housing, graduation, eligibility rules, on track for graduation. Been on campus for 11 years has MA in Equity & Social Justice Education. Paula also has most of the requirements towards her doctoral degree done. Her focus/goal with students is “what do you want do after graduation?” Job doesn't end when students leave. Student org do a lot of events and fundraise for sports equipment and to bring in a psychologist. Also supervising 2 counseling interns who meets with students weekly. Questions for Paula? Caroline asked about collaboration with counseling with athletics. David Wu is her unofficial 2nd supervisor. Athletics has always been a site for internships. Really important for students to have on site services. One of counseling interns is a former student athlete. Thank you Paula!

Guest Speakers

7. Director of Basic Needs, Christopher Lujan – Basic Needs Programs for Students – no speaker.

Standing Committees

8. Break Out Rooms

Policies – Denzel reported that they discussed Title IX and bullying policies. James Ebben shared that they talked a lot about bullying and how there isn't a general university policy. Have a policy in residential life, persistent/pervasive, not well designed. Is there a way we can come up with writing a university wide policy, implement something. Related to Title IX - responsible for harassment...looking for additional clarity of their responsibilities. Possible way as staff council work with the union and provide advocacy, set up a quarterly/monthly session to learn more about the resources that staff can receive from the union. Mirna shared that in the senate they have tried to work on the bullying policy (around 2019). Chancellor's office put a stop to it because they were supposed to put together a policy systemwide. Mirna knows that provost started asking about what they have on bullying. It might be something that can come up in the senate next semester. It is being discussed in the senate.

Equity – John Kim is going to start his academic affairs multi-year advisory budget council. We put out the request last week and received 5 names and will recommend all 5 names. Asked all 5 a brief description of why they wanted to be in committee. Mirna said they will start in the spring. She also shared going back to update the constitution and bylaws – role changing from regular staff to mpp, going back to discuss this. We have 1 open slot. We want to finish the change before we vote. Chair of faculty affairs committee will come to SC meeting on the 15th.

Staff Enrichment – Janet reported that we also talked about title 9 and bullying for lack of policy. Anarose also shared that they are looking into possible SC swags.

Mirna, reached out to Anoshua and Rick about univ retreat. Staff tabling and get back for more information.

Close the Loop

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

Adjournment: Time Approximate 10:30am