

Staff Council Plenary Meeting
Minutes
Friday – December 15, 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** Sciuchetti, **Jamil** Sheared, **Denzel** Vaovasa, **Mirna** Vasquez, **Samantha** Ward, **Ingrid** Williams,

Guests: Carrie Holschuh

CALL TO ORDER: 9:05am

1. Approval of the Agenda for December 15, 2023 – No BOX access
Agenda approved by acclamation.
2. Approval of the Minutes for December 1, 2023 – No BOX access
Minutes accepted by acclamation.
3. Announcements from the Floor – James Ebben attended the Unit 7 and shared that folks expect the increase by January. Chanda announced that Mashouf closes at 5pm today and will not open until January 3rd, 2024

Reports

4. Chair's Report – Dylan said THANK YOU to all for the hard work done this past semester. He was asked to attend the academic affairs council (request of provost), leadership level in academic affairs (include college deans), not all deans were there. Interested in hearing from us about the "staff survey" and interested in the results. A little bit of update since survey was closed. Dylan shared SC mission. We got accolades for being a genuine, sincere, group – putting our minds into making our campus better. John Kim commented that he came away from our meetings having more information and more importantly, we were not combative, thinking hard about the problems, we give genuine feedback, and appreciated good feedback. Some deans said they are seeing some difference in interaction with staff. We are a young group but already having impact. There was a question about how to get best information/comments from staff. The survey's anonymity helped, build genuine communal relationships. How are we incorporating other staff council on campus, like CPage and GCOE who have college staff council. Examine where roles fit, know what other groups have staff council. Overall, it was a good meeting. Good to get recognition and to be seen as partners not just with academic affairs but campus wide. Yesterday was UBC meeting. Janet thanked Dylan for speaking up and saying what you said, strong brave leadership. Call for everyone to step up, not that we need NEW leaders, instead, ALL step up. Dylan thanked Janet.
5. University Reports (UBC, Senate, etc.) – non staff council committee reports.

6. Get to Know a Staff Council Member – Janet Romolona works for the Lam Family College of Business and started in 1995, 19 years in Dean’s office where she handles HR and facilities. The COB awards Bas, BSs, Master’s degrees. They host The Vista Room, a learning lab (learn back and front end of restaurant business). She is the first staff member in UBC. She loves this university and she volunteers at every opportunity. She also sits on the strategic planning committee (your university...) and is in the Title IX implementation team.

7. Guest Speaker

Chair Faculty Affairs Committee, Academic Senate, Carrie Holschuh - She started as chair this semester and been on campus for 10 years. Before coming to State, she was working as nurse-midwife. Carrie was invited to speak with us about the Dept. Bylaws approved by AS in Spring 23. They created a template for folks to follow and use after AS reviewed the Equity Task Force’s recommendations. Everyone understands that it is a big ask. All rooted for greater support for shared governance, equity, and transparency. In developing policy, there are specific recommendations like dept. committees, there should be timelines, specific operational recommendations. They wanted it to be as open as possible because there’s so much variation. What they are asking is more tell us how you do it, writing it down and getting folks to agree on it. Have a blue print of how things work, more accessible to everyone. Dylan said this came out of policy review standing committee. Mirna thanked Carrie for coming and shared that we got an email from a staff member who was concerned about not seeing staff specific items on the template and that is why they asked for more background on the policy. What staff information should be there? Carrie said that this is a brand new policy, but would like to get feedback from SC. Right now, the focus is on T/TT faculty and not lecturer. The reason they did this is that the role of staff is very different. Carrie is envisioning that they can make changes in the policy and template. Janet, asked for the template from Angie and was told no, we don’t want staff in it. RTP criteria is also in it. Her group is concerned of stepping on to CBA’s toes. A question was raised whether after units put this together, will there be another review. Carrie said that it is explicit that the CBA and existing AS policy takes precedent, will trump anything. The process is when unis are done, they will do a read through using the template. Not viewing their role as gatekeeper of CBA policies. Janet, brought up work load...Carrie said that because of the newness of this policy, can’t always give an answer. Essential work part of the template, this gets sensitive. The reason that is in there is to kind of push everybody to define the work that is not always official, and this can be an equity issue. What they consist of and how they are assigned, reflective clarifying process, and Carrie feels it will be worth it. Carrie said that Janet is just not a staff person, there is a reason folks go to her. There’s wisdom. Different conversations about expectations of faculty - meant to focus on shared understanding of how group work together. Samantha shared that she hasn’t seen the template but have looked at policy and said that some are operational needs of the department, curricular structure. She feels it would be helpful to have data sheet on different needs of each dept. Would be best kept in a repository if this is not already available. Carrie said it’s a great idea and would be happy to bring it back to committee and discuss. Carrie can see this as a communication tool. Dylan reflecting of what Janet has said – back when he was a member of a college (college staff not a dept. staff), he observed that when a chair leaves, AOCs/staff is never asked of their thoughts on changes that affects them. Another reflection, it’s about accountability, when he

first joined the Academic Senate, the common theme is about “such and such member of my dept. has not done committee work.” The fact that we don’t hold each other accountable. Heard it over and over again that there’s no balance in work done. Carrie asked Anarose what she’d like to see when it comes to choosing new dept. chairs. Anarose responded that she would like to be part of the process. Carrie said that “staff voting rights” perhaps should be added to policy - voting on current policy was somewhere else. There’s a policy on the “choosing of chairs.” Dylan would love for the senate to take this on. Kendra is new to academic senate policies and when she asked her dean to have a training on “how to be a manager”, she said no and that they get that on their onboarding. Kendra is asking for timeline appropriate trainings. It is extremely stressful to train chairs who think they know better. Carrie suggest that maybe this is done in the college level. Carrie appreciated being invited, it has been enormously helpful. Feel free to reach out by email.

8. Standing Committees

Break Out Rooms

Close the Loop

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

Staff Enrichment – Janet, reported that her group talked about the possible venues for the Craft Fair event on April 3rd 2024. Will be checking out the University Club.

Mega group (Policy and Procedures & Equity and Inclusion) – Mirna reported that they are supposed to present their bylaws changes to second meeting in spring. They added language to when someone is reclassified, staff change. They received an email with concern of staff not being added to dept. bylaws – we learned today that the bylaws are created for faculty. They will craft a response to the staff member. Discussed the fact that Carrie said will bring to committee about staff voting rights. Janet said to check on that staff to make sure they are OK. Dyland reminded Mirna to email him about bylaws.

10. Open Floor – Kendra has been in BECA for three semesters and she has gotten to know Marie Drennan whose comments in UBC, “ Dept. were laying off lecturer faculty in favor of T/TT” , bothered her. There’s misunderstanding on how lecturer faculty are hired. Kendra offered Marcus Hall 431 for in person meetings in spring.

Adjournment: Time Approximate 10:30am