



Staff Senate Minutes

February 15, 2022 (10:00am–11:30am)

Online Via Zoom

In Attendance: Luanne Carrillo-Avalos, Amanda Bales, Keats Chaves, Michelle Gallagher, Melissa Hinzman, Rip Horsey, Jenna Otto, Amber Plahn, Michael Reis, Kelly Rush, Adrian Trujillo

Absent:

Guests: Julia Fruit, Jay Kenton, Ron Mercer, Sharon Price

Call to Order via ZOOM video conference

Start recording

- Meeting recordings only accessible to Senators

Approval of minutes

- February 1, 2021 minutes with corrections are approved

Guest Speaker

- Interim President Kenton (See addendum at the end of the agenda for report)
 - Hate Crime – What can we do?
 - Improve the portal discrimination reporting information
 - Create an advisory board that specifically addresses this issue AND takes action
 - Close the loop when action has been taken
 - Involve students in this discussion

Reports

- Committee Reports
 - Covid Safety
 - Mask Mandate – Governor may end and the end of March
 - How would we like WOU to respond?
 - Booster or mask required
 - Could we have a staged phase out?
 - What are other Oregon universities doing?



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- Administrative Equity
 - HR is working to create a leave donation bank for unclassified
 - Unclassified email list has been updated
- Shared Governance – meeting this week
- Staff Connections
 - Website has been updated for new cookbook sales
- Union/HR Meeting
 - Union requested
 - Timecard training
 - New hire & New supervisor training
 - Michael shared that training pages can be added to Canvas
 - FMLA updated information
 - Handbooks are being updated

Unfinished Business

- Committee Needs
 - Staff Connections - Senator
 - UTAC - staff (1)
 - Restructure taskforce
 - Academic Sustainability Taskforce
 - WUC Advisory Committee - Senator (if possible)
- Staff Senate Classified vacancy
- Staff Nominee for Board of Trustees
- Appreciation/Recognition
 - Individual Recognition
 - Rudy Rodriguez was randomly selected by “Wheel of Fun”
 - Future/current recognition process
 - Starting next year we will only do individual recognitions
- Continued Updates
 - Request for Senator to help schedule/arrange “updates” to Staff Senate
 - Schedule of committee updates



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- HR to present at March 15 meeting
 - Be thinking of possible questions you would like answered. We would like to give HR questions in advance
- Performance Evaluations
 - Start with training for Supervisors
 - Brainstorming –
 - Standardize review process?
 - Utilitze an online form for exit interviews
 - Change to a “Stay Interview” (What would need to change for your to stay?)
- Compensation for additional duties/service
 - Financial compensation
 - There is a stipend that is now available to all classified employees that can be given to those who take on extra work.
 - Reduced workload
 - Ex: for work on search committees supervisors need to work with staff to redistribute the work load

New Business

- Fundraiser Raffle
 - To be held in the Spring to raise money for our Scholarship fund.

Announcements

- Board of Trustees Meeting February 16, 2022 10:00-3:00
 - Informal coffee 9:00-10:00 prior
- HR to present at March 15 meeting
- Kudos/Recognition
 - Jenna – Thank you for all of your work with the department/individual recognitions. We appreciate you!
- Public Comments - Anything for the good of the order?



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Adjourn

Upcoming Meetings:

- 3/1/22 Tuesday 10:00am - 11:30am
- 3/15/22 Tuesday 10:00am - 11:30am

ADDENDUM

February 15, 2022 Staff Senate Meeting

President's Report – Submitted by: Jay Kenton, Interim President

We are continuing to experience some hate crime activity in the community. I received the following report Monday, Jan. 31, 2022:

This weekend one of our students was out on a jog on the bike path and a jeep with a confederate flag on it, drove by him, yelled all N*****s should die and threw a beverage at them. The student was not hit by the drink but the experience left them very shaken and upset. The student ran home very quickly in case the perpetrators came back. Fortunately they did not but the student is still upset by the experience.

This is very troubling. I have reported this to Board leadership and they are very concerned. They asked me to ask Dr. Reginald Richardson, President of the Salem-Keizer chapter of the NAACP to advise the Board as to a response. He will be doing so at their next meeting on February 16. My questions to you are:

1. What should we do about this?
2. How can we prevent/minimize this from happening in the future?

I would welcome your suggestions.

2022 Legislative Session

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As you probably know, the 2022 Legislative session started on Feb. 1 and runs for no more than 35 days. This will be Senate President Peter Courtney's last session in the Legislature and Rep. Dan Rayfield's (WOU alum) first session as speaker of the house. I wanted you to know the extent of what we are requesting and would appreciate any assistance you could provide should you happen to know or talk with Legislators.

1. \$16.5M steampipe replacement/utility tunnel system
2. ~\$275K for SEIU raises for "pandemic pay" that the SEIU agreed to help us get funded during the last round of bargaining (this is WOU's portion, but all seven public universities are asking for their share).
3. Up to \$5.0M for a state workforce development program in conjunction with SEIU, AFSCME and WOU. This would fund tuition for numerous State employees to up skill or complete their degrees.
4. \$4.2M (amount updated) for construction inflationary increases on the Student Success Center. (Again, this is WOU's portion, the total ask for all seven public universities is in excess of \$80M).
5. \$1.2M for continued funding for the Strong Start (Destination Western) Program. (WOU's portion, but all seven public universities are asking for continued funding).
6. \$4.0M for the athletic turf field - this would allow us to replace the grass in front of the stadium with field turf, expand the field to accommodate soccer, resurface the track and add new LED lighting.

Total Ask: \$31.2M

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Men's Soccer Update from Coach Stan Rodrigues:

I am proud to say that I have close to 40 committed or National Letter of Intent signed players.

I am bringing in a very diverse group of student athletes with a common goal of being a competitive team on the field as well as in the classroom.

My current Oregon commitments coming this year:

- 1) Abe Villalobos from the Salem area and he is an Academy player for Portland Timbers and highly sought after by many Division 1 schools and we have him signed.
- 2) Ivan Ceja from South Salem HS as well and he is a great hard working player.
- 3) Tyson Bustamante from Roseburg, Or
- 4) Alvin King from Hillsboro, Or
- 5) Alan Rincon from Hillsboro, Or
- 6) Jared Rodriguez from PDX
- 7) Cade Ficek from Eugene, Or
- 8) Kyle Babcock from Springfield, Or
- 9) Harper Neubeck from Eugene, Or
- 10) Jayden Cameron from Cottage Grove, Or
- 11) Adam Landy from Wilsonville, OR

I am currently in talks with several players from the Salem area to see if they are interested in committing to us.



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I am still in talks with other potential student athletes from North Salem and various high school players from the I5 corridor and beyond. I am excited to have players from the Islands of Hawaii, Sierra Leone, Wyoming, Arizona, California, Washington and Nevada. I am still exploring Texas since we have the ability to recruit there. I will not rest until I feel like we have built a quality team and culture. We have 6 students on campus attending now and I am proud that they chose to start and get ready for the spring as I hope to have nearly 10 more begin then.

Our Social Media has been having many engagements and my social media director, Angela, is constantly adding content to bring more attention to the school and our program as well as local news and media outlets to ensure our program is well known and highlighted. Having a new program added to our campus is a great time to bring positive energy and highlights, having a turf field would also add to that positivity!

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Thank You

Stan Rodrigues, M.S.

Head Mens Soccer Coach

Please join Board members and I for coffee and pastries before the next Board meeting on Feb. 16, 2022 from 9-10 a.m. You are welcome to stay for the Board meeting which runs from 10:00 a.m. – 3:00 p.m.