



Staff Senate Minutes

June 21, 2022 (10:00am–11:30am)

Online Via Zoom

In attendance: Amanda Bales, Ambre Plahn, Jenna Otto, Kelly Rush, Adrian Trujillo, Keats Chaves, Michael Gonzalez, Cinda DeVoe,

Absent: Michelle Gallagher, Michael Reis, Keegan Gormally, **Julia Fruit**

Guests: Trisha Guy, Dona Vasas, Kacie Ryden, Lauren Kennedy, Steve Scheck, Ashley Schaumburg, Jay Kenton, Georgia Armitage, Heather Brophy, Justin Sunada, Sharyne Ryals, Cara Groshong, Kathy Heidi, Chris Solario, Eric Dickey, Logan Doerfler, Mayra Osorio Rodriguez, Sharyne Ryals, Kolis, Melissa Hinzman

Start recording

- Meeting recordings only accessible to Senators

Approval of minutes

- Draft in Staff Senate Team Drive for June 7, 2022, Minutes approved

Welcome to new Senators

Guest Speaker: Jay Kenton

- Thank you everyone for your service. Working until July 31st but will be moving office and working remotely until then. Before checking out, a few questions came up. Incoming President, Jesse Peters asked about our unclassified/unrepresented salaries to which Jay told him we need to do something because our current system is not working. Jay's opinion, at some point, we need to move to a broad banded structure. PSU, OSU, UO all have some form of structure. We need to make an investment, otherwise we will continue to lose staff. To do this right, requires hiring a consultant, looking at the jobs and placing each position into the structure. We would need to set up an appeals process. Jay agreed an across the board pay increase would be great but will not solve the long-term problem. Feedback from this group would be greatly appreciated.
 - Discussion about moving non-supervisory positions into classified positions. Has anyone talked with these staff members to find out if this were a move they would want? Jackson Stalley mentioned that we have many positions on campus that are currently unclassified but really should be classified.
 - Giving these staff members a voice may be a good idea, so they feel they had a part in the process. Just not sure what this process would look like and how to make it equitable.
 - This is absolutely something we need outside help with. This is such a complex situation.
 - Jay agrees it needs to be done in a systematic way and with the help of HR and an outside consultant.
 - Amanda suggested putting townhalls and surveys together and obtain input from the campus community.
 - Question: Can we do both? Can we give a pay increase now and develop a new system later? Jay says it may be possible, but ultimately up to Jesse.

Reports

- Committee Reports



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- Covid Safety – meetings will pause over summer and resume in the fall
- Administrative Equity – Rip is working to get all of the old minutes moved into the shared drive, so we do not lose that historical record.
- Shared Governance – on hold until the fall. New members starting in the fall will be ASWOU president, Cody Harwood and Faculty Senate President, Steve Scheck, along with the new President, Jesse Peters.
- Scholarship – sent award letters to two students
- Other
 - Staff Connections – currently no update with the cookbook. Monthly meetings will be on pause over the summer and plan to resume in the fall. Looking for new members, they currently only have 5 members.

Unfinished Business

- Committee Needs
 - WUC Advisory Committee - Senator (if possible) Jenna has asked if we could send out a nomination to solicit members from across campus. Haven't heard back yet, so more to come.
- Appreciation/Recognition
 - Individual Recognition – Barb Pena is the winner...YAY!
- Continued Updates
 - Resume in Fall
- Performance Evaluations & Training
 - On hold. Will take what has been worked so far and provide to the search firm. This way, whoever comes into the Executive Director of HR will know what we are missing and looking to have implemented.
- Fundraiser Raffle (to be held in Fall)
 - Ideas to have more than one basket potentially adding a cookbook. Need to talk more about what we want the fundraiser to look like.
- Staff Survey
 - Extend deadline to July 1st in hopes to get more feedback. Thoughts on extending to the end of June? Currently have 64 respondents. Do we have a goal on when we want to share this information?
 - Let's send out another reminder. If we get a large push, then leave it open through end of June. That way we have all of July to put together the data.
- Use of Direct Appointments - once the new HR director is on board we need to ask for a clear process for how this will be used and published for all to see. Looking to create a statement we provide to HR with our concerns. We need to advocate for this change, but we need to leave it to HR and the policy council to implement and create.
 - Kelly will prepare a statement in time for our next meeting for review.



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- Shared Governance
 - The difference between the Shared Governance Committee and the Shared Governance as a theory and what that means across the university. We need to talk about Shared governance in action. What does this look like to staff senate?
 - Staff Senate should be more actively in pursuit of change rather than a reactionary body. Discussion for staff senate to have a more active role in executive level searches. Are there any other areas we should be involved in?

New Business

- Policy Council – hasn't met in at least two years. Jenna will investigate this a bit more and put together a statement we can send out.
- Service to Staff Senate
 - Recognition – ask at the next awards ceremony to include staff senate to this
 - List of people willing to serve – Keep a list of people willing to serve as needed on various committees. This way, as things come up, we will have a list that we can refer to and ask for participation. In theory, it is a great idea. In practice, we may not get many to sign up. Who will maintain this list, and be the point of contact? Not very concerned with the tracking part of this, more concerned that we will not get enough people to put themselves on the list.

Announcements

- Agenda item suggestions
- Kudos/Recognition
- Public Comments - Anything for the good of the order?

Adjourn

Upcoming

- July 19, 2022
- Aug 16, 2022
- Sept 20, 2022