



## Staff Senate Minutes

June 6, 2023 (10:00am–11:30am)

Online Via Zoom

**In-Attendance:** Adrian Trujillo, Kelly Rush, Wendi Mars, Kristen Perry, Jenna Otto, Michael Reis, Alexis Morrison, Keats Chaves, Michael Gonzalez, Noah Corrillo, Michelle Gallagher, Michael (last name not posted), Keegan Gormally.

**Absent:** Jason Horne, Ambre Plahn, Amanda Bales

**Guest:** Sheree Solario, Chris Solario, Sharon Price, Heather Brophy, Wendi Mars

### Approval of minutes

- Draft in Staff Senate Team Drive for May 13, 2023 are **Approved**

### Guest Speakers

- No guest speaker

### Reports

- Committee Reports
  - Shared Governance - June 5 meeting
    - Kelly Rush – Admin positions being filled. Regarding Carson Campbell anticipate no general council. Looking to contract with a lawyer or firm to assist. A specific search and position. Dr. Peters will be in Seattle next week with accreditation board. Will not be a private high school on campus. Recent town hall meeting about homeless housing near camps. WOU is not taking a stance on the homeless shelter. Budget with legislators have been delayed because Republicans have walked out. Budget has stalled and if republicans come back they only will vote on the budget. Budget is strong with higher education and some increases. If it doesn't happen it can prolong and possibly receive less funds.
  - Cabinet - May 31 meeting
    - Cabinet meeting Jenna Otto attended.
    - Jenna Otto- Partnerships with using WOU Salem to partner with Salem Health and taking courses through WOU. We already have partnerships with Amazon and SEIU

## Staff Senate Minutes

June 6, 2023 (10:00am–11:30am)

Online Via Zoom

members that a subsidy for members. Salem Health will have a similar partnership and provide additional education in management training courses, health care management and organizational leadership. Salem Health already have partnership with Chemeketa CC, Willamette Univ. and Arizona Univ. Salem Health is asking for a discount on tuition. Push our programs to their employees and they have an estimate of 800 taking grad classes and 200 to undergrad programs. They are looking to what programs will be discounted such as Health Care Admin Certificate and Organization Leadership program. No decision has been made yet. WOU will be looking to see if the numbers will impact. WOU is leaning to Certificate and Health Care Administration. Credit for prior learning policy and posted for discussions. The public comments are on the record regarding the policy comments made on the spreadsheet is shareable. There is a paper trail about these policies and talked about remote work.

Remote work needed to be addressed and what that looks like across campus.

Decisions need to be by a person in authority.

Kelly Rush – Will that be a blanket policy?

Jenna Otto – No, that will not happen. It's more for faculty that are out of state or out of the country. It's about how can we be clear for different groups on campus. A concern is that we want a vibrant campus and no one is here. One of the biggest days we have people coming to campus is Friday's and we want to show a vibrant campus but offices are closed and the campus does not look vibrant.

Kelly Rush – I hope they don't decide we should be on campus because we need to make sure people are in their offices for tours. Because I personally believe remote work is the only bargaining chip we have to retain quality staff. I hope they get input from staff, I would like to see the flexibility as a carrot without that flexibility for some we're going to lose staff.

Jenna Otto - It was more of a faculty lens. Regarding more of faculty.

Michael Reis – Clear up confusion- WOU does have remote work policy.

Jenna Otto – Holding people accountable for how it's being used. Right now, it's left up to supervisors. There needs to be an across the board policy.

- University Council -June 2 meeting

Kelly Rush – going through the process of reviewing our vision and values



## Staff Senate Minutes

June 6, 2023 (10:00am–11:30am)

Online Via Zoom

statement. A survey was done on campus. There were three items that stuck out that came out from classified, unclassified and faculty was diversity. The results of the breakout groups out our vision, values, and mission statement they say a whole lot of nothing; it's all very general. The good news is there is momentum into what do we want and how we make sure we're intentional. Talking about Western, our students I think one of the biggest things there isn't much about diversity. As a university we're being intentional. In the upcoming months there will be more coming out. This summer more will be coming. We have made some leaps and bounds. I'm excited about the voices that are being heard.

Jenna Otto – Any further conversations about staff being represented in this conversation/discussion?

Kelly Rush – No, there are staff that make up university counsel. The committee is used to spark discussions. The committee is gathering information.

Any other committees?

Adrian Trujillo - Staff Connections walk at 2:30pm meet at the WUC and Trivia Night on Wednesday 4:30-6pm.

- Other - Administrative Equity, Staff Connections, Scholarship, etc.

Kelly Rush – Scholarships and concerns with access.

Jenna Otto – We do have access; we have not look at applications.

Keegan Gormally – due on the 16<sup>th</sup> of June.

Jenna Otto – Has stepped in for Ambre regarding Scholarships.

### Unfinished Business

- Committee Needs
  - WUC Advisory Committee

Kelly Rush – The need for someone to be on WUC Advisory Committee.

Kristen Perry - is a part of the WUC Advisory committee.

Kelly Rush – Kristen will update Staff Senate regarding WUC Advisory Committee.
- Definition of Staff vs. Administration

Kelly Rush – returning discussions to the definition of Staff vs Administration. Those who



## Staff Senate Minutes

June 6, 2023 (10:00am–11:30am)

Online Via Zoom

in higher admin positions rather than those who are not. The ability to make change happen. The question is do we need to have separate groups for representation? Salary increases for unclassified staff. We want to make sure we reach our unclassified staff. Needing to target unclassified staff that are not admin.

- Summer committee?

Kelly Rush - Creating a committee over the summer to work on targeting the unclassified staff please let Kelly Rush know.

Jenna Otto – This committee has been created with Keegan, Keats and Amanda. There is a need for more senators to be a part of this committee.

Kelly Rush – Will send out an email to all senator because there are new members.

Keats Chaves – Shared drive for committee is Me, Jenna, Amanda and Wendi.

- Open position vote

Kelly Rush – Presents the option for senators to call a motion to fill the vacant Senators seats.

Jenna Otto – Calls to motion to fill the sits. The motion is to fill Michelle Gallagher seat this June.

Alexis Morrison – Has second the motion.

Senators have agreed in favor of the motion.

Kelly Rush – Adrian will send out a google form in a few days.

- Staff Service/Participation (service hours)

Kelly Rush – The idea giving is Classified and Classified Staff allotted hours each month or year to participate. Requested more info from Jenna Otto.

Jenna Otto – Spoke in Cabinet about being more vibrant in campus. Example is volunteer hours. Cabinet has been receptive to the idea.

Kelly Rush – This is something that we see with our classified staff than our unclassified staff. We want our staff to feel that we should attend more activities.

- Summer meetings

Kelly Rush – Setting meeting time for Summer. Monday 10-11:30am, Tuesday 1:30-3pm and Thursday 1:30-3pm. Will be sending out email regarding meeting times.



## Staff Senate Minutes

June 6, 2023 (10:00am–11:30am)

Online Via Zoom

- Performance Evaluations & Training
  - On hold
- Use of Direct Appointments
  - On hold
- Search Committee processes
  - On hold
- Fundraiser Raffle
  - On Hold

### New Business

- New Senators!
- Board of Trustees Dinner - June 13 @5pm
  - Welcome Center CourtyardBoard of Trustees dinner looking for attendees. Attendees will be Alexis and Sharon.
- Staff Senate Meeting time during the school year  
Email will be sent out to determine senate meeting.
- Voting

Kelly Rush – Nothing in our bi-laws the way voting is done. Kelly Rush during the last election separated Classified Staff from Unclassified Staff in relation to how most voting works. Prior everyone voted for anyone and for Kelly Rush changed this system for bias and equity issues.

Alexis Morrison – Make sense for classified staff to vote for classified representation.

Kelly Rush – Agrees.

Michael Gonzalez - When you don't work around other classified staff how do they know who you'll be voting for.

Keegan Gormally – Can see how both options can be agreeable.

Jenna Otto – How the mix of non-classified and classified work together and the option to vote for one another. Also, the ability to see the statement that is given why someone is running for staff senate. Likes the idea to vote for each other.

Kelly Rush – Questions why Staff Senate has specific seats for unclassified staff and classified staff. Thoughts are that voting becomes a popularity contest.

Michael Gonzalez – Feel that his election was more supported by non-classified staff.

Kelly Rush – Shares numbers regarding votes: 34 people voted for classified and 76 voted for un-classified and wants voting not to be a popularity contest. Kelly Rush will do a vote. Because of popularity contest. This needs to be added to bi-laws.



## Staff Senate Minutes

June 6, 2023 (10:00am–11:30am)

Online Via Zoom

- Senate norms

Kelly Rush – Cameras should be on if elected Senators. Proxy rule for those who will not be able to make it. Email Kelly that you will not be in and/or will be having a proxy step-in.

Jenna Otto – The proxy will have to be the same classification. Also, cc' the recorder.

Michael Gonzalez – Will we be doing in-person meeting in the future?

Kelly Rush – No.

Kelly Rush - Positions filled by Kristen Perry, Alexis Morrison, Jenna Otto and Keats Chaves.

### Announcements

- Agenda item suggestions

Kelly Rush – Second Tuesday of the month.

- Kudos/Recognition

Kelly Rush – Kudos to new Senators.

- Public Comments - Anything for the good of the order?

Kelly Rush - will sent out emails.

### Adjourn

### Upcoming

- June 20th

