

Staff Senate Minutes

October 15, 2024 (2:00pm–3:30pm)

Online Via Zoom: <https://wou-edu.zoom.us/j/85780295099>

Start recording - Staff Senate follows Simplified Robert's Rules

- Meeting recordings are for the Secretary to complete minutes effectively; when minutes are approved, the recordings will be deleted

In-Attendance: Alexis Morrison, Rip Horsey, Adrian Trujillo, Ambre Plahn, Wendi Mars, Ellie Baker, Connor King-Goehring, Sandra Holland, Kristen Perry,

Absent: Jenna Otto

Guests: Margarita Ochoa-Venegas, Sara Glascock,

Approval of minutes

- October 1st Minutes are approved

Guest Speakers

- Sara Glascock, Title IX Coordinator, Human Resources
 - Title IX is a federal regulation that we must follow as we are an educational institution that receives federal funding.
 - Title IX started in 1972 with the original 37 words “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
 - There are new regulations that mandate that all employees (including student workers and volunteers) at educational institutions must be trained in Title IX.
 - If you have a group in your department that would like to have Sara come in and give a presentation/training on Title IX she is more than happy to conduct the training in person.
 - Title IX is in place to help protect all WOU students, staff and faculty from being discriminated against inequitable treatment, harassment, sexual abuse,
 - A new regulation recently came out to protect pregnancy. If a student becomes pregnant the university is under obligations to help protect that student and their pregnancy, so they are not discriminated against because of the pregnancy. The first step is to inform Sara Glascock. Once she is made aware, she will contact the student and will inform the student of their rights on campus.
 - Responsible Employees: There are a few employees who are not mandatory reporters due to the nature of their work. Student employees are considered responsible employees, but there are stipulations about when they are “on the clock”. For example, RA’s and Destination Western student employees are “on the clock” 24 hours per day/7 days a week. Whereas a general student an employee who works at the front desk of an office is only considered a responsible employee during their working hours. If they become aware of an incident outside of their working hours, they are not required to report the incident.
 - Title IX regulations do tend to change based on the Presidential Administration. It doesn’t necessarily mean that it is in affect during their administration due to how long it takes for these policies to get ratified/approved. For example, we had the Obama regulations in place during the Trump administration, then the Trump regulations were in place during the Biden administration (which just ended) and we received the new Biden Title IX regulations but we are coming up on an election year, so it is not clear who will be in office just yet.

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- Many states and/or institutions have not allowed for the 2024 Title IX regulations to be allowed to be enforced as there are many injunctions against the new policy right now. WOU has not filed an injunction against the policy and neither has the state of Oregon currently although a few schools here in Oregon have.

Reports

- Committee Reports
 - Shared Governance - Nothing to report (TBD for Fall)
 - President's Cabinet - The last meeting was on October 2, 2024
 - Climate Survey has been sent out to campus. There are folks available to help answer questions about the survey and encourage folks to complete the survey.
 - Freedom of Expression Website: <https://wou.edu/freedom-of-expression/> The website covers information about what freedom of expression means, links to relevant laws, information about Academic Freedom, information about Religion and Spirituality including access to Wellness & Meditation Spaces on campus and lastly, information about voting with links to Oregon Secretary of State website, general election dates, and deadlines to be registered to vote.
 - Motor pool: WOU used to have an agreement with the Department of Administrative Services (DAS) and it looks like we will not be able to continue this partnership due to various constraints.
 - Parallel 45 is releasing an ale labeled "Wolf Tracks". For every pint sold, \$1 will go towards WOU football scholarships. A launch party was held on September 27 to officially kick off this new relationship.
 - Xicha Brewing in West Salem will launch a WOU IPA homecoming weekend at the Hall of Fame dinner. It will also be sold in the beer garden at the game.
 - Federal Sustainability Funds was approved by the HECC and UCS will now be able to move forward with their Banner Optimization Project.
 - University Council - Nothing to report (TBD for Fall)
 - Other - Administrative Equity, Staff Connections, etc.

Unfinished Business

- SMART goals for the upcoming academic year
 - Funding the Staff for Students Scholarship
 - Build connections through consistent communication and guest speakers
 - The Staff Senate Shared Drive contains a list of the 2024/2025 list of speakers that are currently on the schedule. If you have suggestions, feel free to add them to the sheet and Alexis will be able to see them.
- Vacant Classified Senator Seats - Call for Nominations Sent via Email

New Business

- Veteran's Day Holiday
 - Christmas Eve is no longer now considered an official WOU holiday. It was swapped out for Veteran's Day.

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- HR sent out an email about gift days for December 2024. December 24, 26, 27, 30, and 31 are designated as “gift days” and campus will be closed during that time except for those that are considered essential departments and must remain open. In that case, if you are an employee that is required to work on those days, you are allowed to take your “gift days” at a later time as approved by your supervisor.

Announcements

- Agenda item suggestions
- Kudos/Recognition
 - Lauren Kennedy has been chosen at the Staff Member of the month for October...YAY!!!
- Public Comments - Anything for the good of the order?

Adjourn

Upcoming

- Next meeting: November 5, 2024
- Guest: Jason Krawczyk, Director of Campus Planning and Construction