



## Staff Senate Minutes

October 1, 2020 (2:30pm–4:00pm)

Online Via Zoom

### Call to Order via ZOOM video conference

<https://wou-edu.zoom.us/j/94117314605?pwd=cjBQVWJ1T3BLcEtXODE2UHlqcVJDQT09>

**In attendance:** Olivia Flores, Kathy Bolen, Bev West, Melissa Hinzman, Samantha Cameron, Rip Horsey, Michelle Gallagher, Beth Jones, Laura Tierney, Colin Haines

**Absent:** Tony Manso

**Guests:** Max Chartier, Lacey Davis, Niki Weight, Jeremy Doucette- Hardy, Kyler Dreyer, Trisha Guy, Sheree Solario, Christopher Solario, Jenna Otto

### Start recording

- Reminder that meeting is being recorded, which includes all chats

### Approval of minutes

- Draft in Staff Senate Team Drive for September 22, 2020
  - Motion to approve from Colin, seconded by Kathy
    - 8-0-0 approved

### Reports

- Update on Exec Comm meeting with President Fuller
  - At the meeting Bev and Olivia talked with President Fuller about next steps that need to happen to better communicate to staff.
  - It was decided that Rex and other key cabinet members would come to the next Staff Senate meeting to answer the questions that Staff Senate compiled from Staff around campus.
  - The meeting will be open to all Staff Senators and streamed to the rest of staff

### New Business

- Candidates for President position
  - Vote was held in meeting via Google Form
- Replacement of Ryan Jennings' classified seat - remaining candidates from prior election



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- We have one classified staff who was nominated but did not make the vote during the first round of elections so we reached out to them to see if they are interested in filling the spot.
- Book club - sending message encouraging staff to participate (see Supplemental Information)
  - There is a book club that is going on that Staff Senate can promote and encourage staff to join.
- Questions/issues raised by State of the University Address
  - The point was raised that the new information regarding layoffs was at the very end of the address which felt like it was rushed and impersonal.
  - Another concern comes from the “bumping” process that the classified staff has according to their CBA is cause of anxiety for many staff members as there is a lot of uncertainty out there since “bumps” can happen through the end of the month.
  - In the past year there has been a drive to hire diverse candidates and the issue with the bumping process is that the newer employees, some have come from the drive to hire diverse candidates.
  - Bev brought up that it is respectful to not announce to the whole campus who got laid off but it would be nice to say goodbye. There might not be a good solution to this but letting those who are laid off know that they will be missed would be nice.
- Fall Meetings
  - Fall Meetings will be the 1st and 3rd Tuesday of the month from 11:30-1:00
    - The next meeting will be October 20th
    - Nov. 3, Nov. 17, Dec. 1

### Unfinished Business

- Continued discussion / work on 2020-21 Goals (see supplemental information, below)
  - We will use a Google Doc to make SMART goals

### Announcements

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



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**Adjourn**

**4:01 pm**



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### Supplemental Information

#### 2020-21 Goals - potential goals:

- Improved Communications
  - What type and direction of communications are we talking about? Top down? Across departments?
  - How can we measure?
  - What specific actions do we want to see?
    - Town Halls
    - Quarterly meetings with President
    - Intranet and other ways to handle knowledge
- Performance evaluations - report on status from HR? Then decide. What is the measurable goal? And can we create accountability to allow this to move off our goal list.
  - Timely
  - 360 degree evaluations (ie bidirectional)
- Training
  - Staff development
  - Mandatory trainings for all employees
    - Which topics should be mandatory?
    - What accountability is there for “mandatory?”
- Employee Recognition
  - This came up in the campus climate survey
- [Message from Black Student Union](#)

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### **Announcement re book club (sent to IC-Events on 9/28):**

I am planning on hosting a campus book club this term to read Andrew Gumbel's *Won't Lose This Dream: How an Upstart Urban University Rewrote the Rules of a Broken System* (The New Press, 2020). We have an e-book with an unlimited use license for the text via the Library:

<https://alliance-primo.hosted.exlibrisgroup.com/permalink/f/hjj4pv/CP71333339170001451>

This discussion group is open to everyone in the WOU community, including faculty, staff, students, and administrators. I have a series of four meetings planned for Zoom with the first on **Thursday October 22 at 4:00** and subsequent meetings on 11/5, 11/19 and 12/3. I will send out invitations to the campus community closer to the first date.

The book is about Georgia State University in Atlanta, which is, in some respects, very different from WOU. It's located in and serves a large metropolitan area. The student body is majority minority with Black students as the largest share of the population. Georgia State has over five times WOU's total enrollment.

However, there are also critical similarities. Many of Georgia State's students are the first in their families to attend college. Many Georgia State students enroll in college after having been away from school for awhile. Many Georgia State students work full-time, some more than full-time, while also going to college. Many have family responsibilities to balance with school and work. University faculty and staff are committed to serving this student body. These are all qualities that WOU shares with Georgia State.

What makes Georgia State worth examining is how successful the university has been in helping students stay in school and earn their degrees. Furthermore, Georgia State has an admissions model that emphasizes access over traditional markers of college success.

My impression, as a member of the faculty, is that we have started to implement services that track with things that have been done at Georgia State to help students persist in college, but there is still more we can learn and do. More particularly, Georgia State suggests a path forward for WOU that builds on our existing strengths and mission and that not only would serve our current students better, but also offers the potential of expanding our enrollment base in ways that are organic to the institution.

I hope you can join for at least some of our discussions. In the meantime, feel free to contact me with questions.

Shaun Huston

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WOU Calendar:

<https://calendar.google.com/event?action=TEMPLATE&tmeid=Xzc1MTNjYzFuNjUxamViYTE2OHAzMm15azYwb2plYmEyNmNwajRiOWc3MHE0MmNjNjhrctNIZGkyOGMgaHVzdG9uc0BtYWIsLndvdS5IZHU&tmsrc=hustons%40mail.wou.edu>