

## Staff Senate Minutes

October 4, 2022 (10:00am–11:30am)

Online Via Zoom

**In-Attendance:** Jenna Otto, Ambre Plahn, Amanda Bales, Kelly Rush, Michael Reis, Julia Fruit, Keegan Gormally, Keats Chavs, Michelle Gallagher, Cinda DeVoe, Kennedy Schade for Adrian Trujillo

**Absent:** Michael Gonzalez

Guests: Breeann Flesch, Georgia Armitage, Kristin Latham-Scott, Rosario Peralta, Singson Beeb, Denise Visuano, Cara Groshong, Sharon Price, Elisa Maroney, Jackson Stalley,

### Approval of minutes

- September 13, 2022 Minutes are approved

### Presentation

- Restructure Task Force
  - [Slides set](#) outline the restructure draft model currently
    - Initial meeting focused on the process, charge, and ground rules.
    - Things that informed model: variety of experience/knowledge both from within WOU as well as outside at other institutions. We need a system that is financially sustainable.
      - College 1 – has mostly all of the current COE programs except for Health and Exercise Science which would move into College 2
      - College 2 – Primarily comprised of our Sciences program
      - College 3 – Foundations Skills and primarily integrative programs such as Social Sciences, IDS, Honors, etc.
      - These groupings are all tentative and they want our feedback
    - To make things run efficiently and equitable, they are looking at creating a support system that is similar across the three colleges. Each college would have a Dean, Executive Assistant to the Dean, Associate Dean(s), School Directors and Program Leaders.
    - The same amount of work we currently have will still need to be done even with three colleges. They do not foresee eliminating people. Although, there may be some shuffling in positions.
    - Leadership Structure:

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- Associate Deans: Personnel Supervision, NTT/staff evaluations, oversee conflict resolution, monitor data/program reviews. This would take the load off division chairs
- School Directors: Like Division Chairs but would oversee more programs. Managing budgets, communication up and down of policies,
- Program Leads: Support/coordinate with school director for program level curriculum
- [Prezi presentation](#) overview
- [Google form](#) for collection of individual feedback
  - Google Form is available for us to answer their questions they want feedback on. Feedback is due before 5pm on Tuesday, October 11.
  - Next Steps: Additional Sessions will be presented in various locations. Each division will host a session at their division meetings, it will be presented at Faculty Senate, two coffee chats on October 5 and 6, as well as a zoom chat on October 6.
- Question/Answers:
  - Has there been discussions about where Pre-Nursing will fit?
    - Yes, these programs have been discussed and would be housed within College II along with the DPT/OT programs in the sciences.
  - What kind of research/modeling this group looked at?
    - Yes, a subcommittee was tasked with doing this type of research. If anyone would like to see the data, please reach out to Breeann and they are happy to share that information.
  - What is the benefit of having Associate Deans versus Associate Provosts?
    - The idea is to take some workload off of the deans. Deans should have enough bandwidth to innovate, submit grants, disseminate information about WOU outside of WOU, focus on retention efforts, etc. Our current Deans are too loaded down to focus on these things. The Associate Deans would be taking efforts off Deans and Division Chairs, etc. They will also have personnel responsibility.
  - Comment:
    - It would be crucial to have conversations about the staffing

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structure/classifications, etc. before any of these changes take place.

- The Taskforce is ultimately not the decision maker of how this gets approved/rolled out. However, by December they will be making these recommendations to the Provost who will then take it further up the approval chain.
- Please try to attend the coffee chats if you want to have further conversations with the taskforce. Or, if you have a specific question that you want to ask you are welcome to email Kristin and Breeann directly and they are happy to answer your questions or take your feedback back to the taskforce. Julia Fruit and Michael Reis are also happy to answer your questions as well as taskforce members.

### Reports

- Committee Reports
  - Covid Safety - No Report. This committee has not met since summer and may not continue as a regular committee. Rather, they may only convene if needs/issues arise.
  - Administrative Equity - No Report
  - Shared Governance - Met with HR about the sick leave donation for unclassified staff. Goal is to allow unclassified access to a leave bank similar to what classified staff and faculty have. The process is still in the beginning stages and the policy is being written now. The goal is to have the program up and running by winter term.
  - Other –
    - Cabinet has expanded to include the Deans, and president of ASWOU, Staff Senate and Faculty Senate. If anyone has issues they want Jenna to address, please send her an email and she will bring it to the table if given the opportunity.
    - Staff Connections – working with Child Development Center to coordinate the Halloween Trick-Or-Treat walk for the children. Trying to come up with a list of departments/locations that would like to hand out candy to the kids. Also, having a costume/office decoration contest. If you want to join, let Julia or the Staff Connections members know.



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### Unfinished Business

- Committee Needs
  - WUC Advisory Committee
  - UBAC – need a staff representative
    - Keegan used to serve on this committee and felt it was a very rewarding experience. If you have questions about this committee he is happy to answer any questions.
  - UDIAC – need a staff representative
    - \*Not restricted to just staff senators. These positions are open to any staff member.
- Appreciation/Recognition (3rd Week)
- Updates/Guest Speakers
- Performance Evaluations & Training
  - On hold
- Fundraiser Raffle
- Staff Survey – Feedback
  - A few responses came in with concerns that we mentioned names. They felt that it was harsh.
    - While it can certainly be hard to read something that may not be very positive, we as staff senate did our due diligence to be as transparent as we could and share the aggregated data. We were mindful to only keep names made public to those in upper administration.
  -
- Use of Direct Appointments
  - On hold
- Policy Council
- Search Committee processes
  - On hold
- 2022-2023 Goals
  - Canvas course has been set up.
  - Communication continues to be a goal we bring up across campus. This should continue to be one of our primary goals.



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- Strategic Plan/Planning – how can staff senate be more involved with this? Can we advocate for a more active role? This can be something that we bring to Dr. Peters either via a Memo/Email and see what he says.
- Making Staff Senate more visible – hosting more events to allow for more fun interactions. Thank you to Staff Connections for the upcoming events they have planned for this month.
- How to support staff - Adding a link to our website asking what we can do and allow for staff to send us requests/feedback on issues they would like to see addressed within staff senate.

### New Business

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### Announcements

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

### Adjourn

### Upcoming

- Oct 18, 2022
- Nov 1, 2022
- Nov 15, 2022
- Dec 6, 2022