

Staff Senate Agenda

November 20, 2024

Location: MR5 11:20am – 12:35pm

1. Call to Order/Roll Call
 - a. Kate Spalding motioned to call the meeting to order at 11:23, Ashley Jones seconded
 - b. The following senators were absent from the meeting: Vic Conover (ex)Michael Damiano, Anthony Lacovara, Michael Pestritto (ex), David Roscoe (ex), Grace Hind (ex), Renee Tolliver
2. Approval of Minutes
 - a. Loukaia Taylor motioned to approve the minutes from October 2024, Diana Allen seconded
3. Dr. Palladino and Dr. Roberts- Strategic Plan discussion
 - a. Speaking on the importance of taking part in the Strategic Planning Process
 - b. Emphasize everyone's engagement, 200 people involved, 300 engaged with surveys, etc.
 - c. Important foundation principles, 1. inclusive campus engagement (comes with challenges with how strategic planning has changed over time, dynamic plan, move away from a plan that is all things to all people, making challenging decisions on how we are unique what can we do that's different—have to start looking locations, programs) and 2. This is not an implementation plan, looking to identify 4 or 5 strategic priorities (ranging from culture and community to academic innovation and substantiality)
 - d. Next level is to challenge the divisions on implementation plans
 - e. If you responded as a volunteer, something will be sent shortly, and you will be placed on a working group
 - f. Understand that people feel disengaged and not heard, looking forward to the process and engaging people and getting participation from all community members
 - g. Will be more data oriented, so there is a clearer picture of where we are trying to go. KPIs are important and true baseline information.
 - h. Campus wide Communication will continue over the duration of the plan at both institutional and divisional level
 - i. Asking for people to think about both the challenges and the successes and how they both impact the plan
 - j. "What do you think we need to do to move forward..."
 - k. Confidential vs anonymous, all surveys are truly anonymous
 - l. The role of staff and how important it is. The operational aspects of the university are that everyone matters, despite different roles. Past challenges are not dismissed but looking forward to creating a community of mutual respect. Understanding aspects of the past assists with moving forward.
4. President's Report
 - a. President will be serving on the search committee for the Chief Human Resources Officer
 - a. Initial charge meeting last week

- b. Staff Senate asked to provide two members to the VPSA search, 1AFT and 1CWA
 - c. Important that Staff Senate is being included in these things
- b. Holiday time update
 - a. Nov 6th email about Holiday Time, reviewing the information including only use the time you take not the whole day before the holiday if there is an early dismissal
 - b. No early dismissal on Christmas Eve
- 5. Vice President's Report
 - a. N/A
- 6. Treasurer's Report
 - a. Current balance is 1540.86
- 7. Secretary's Report
 - a. N/A
- 8. Historian's Report
 - a. Website update, condensed some areas and added an elections tab that will be updated with additional information
- 9. Parliamentarian Report
 - a. N/A
- 10. Ex-officio updates
 - a. CWA/IFTPE/AFT/Police
 - i. N/A
- 11. Standing Staff Senate Committee Reports
 - a. Elections Committee
 - l) Election results reviewed
 - b. By-laws committee
 - i. No chair, VP Hickson has been tasked with getting the committee on target
 - ii. Met recently to get everything squared away since so much time has lapsed since its conception
 - iii. Proposed changes have been drafted, will be shared and approved at the committee level and then passed to the senator level to have readings
 - iv. Bylaws committee tasked with amendments from exec committee, hoping to vote at the December Meeting
 - c. Information Technology Committee
 - i. Spoke with Pete Gallagher regarding the survey that was sent out at the beginning of the month and discussed how to better disseminate it to Plant Ops, Pete created QR codes and paper flyers to place these strategically
 - d. Diversity and Inclusion Committee
 - i. N/A
 - e. Event Planning Committee
 - i. N/A
 - f. Offsite Committee
- 12. Task Force Updates
 - a. Flexible Work Week Task Force
 - a. Working on a survey to distribute in December to gather feedback on how the policy is being implemented in their areas and what their experiences are like

13. Updates from University Committees

a. Morale Committee

- i. Second meeting, William Mauroff says the room feels very trustful. The process is being moved to teams and the planner aspect that can provide accountability and assigning tasks
- ii. Supervisor and manager training has been approved as an initial outcome
- iii. Looking at manager review process
- iv. WM was tasked with finding out more information about why managers are not as included in Staff Senate, Monica Viani provide the information

b. Strategic Planning Committee

- i. Refer to Dr. Palladino/Dr. Roberts notes above

c. Budget Planning Committee

- i. N/A, meets quarterly
- ii. Financial planning form will remain open indefinitely

d. Honorary Degree Committee

- i. Met 11.19.24, regrouped and spoke about timelines for nomination. Email will go out to campus after the December BOT meeting. If you want more information, the website is updated.

14. New Business

15. Old Business

16. Open Floor

- a. Effective Dec 2nd, new VP Enrollment Management

17. Adjournment

- a. Kate Spalding motioned to adjourn at 12:05PM, Diana Allen seconded