

## Staff Senate Agenda

February 26, 2025

Location: MR5 11:20am – 12:35pm

1. Call to Order/Roll Call
  - a. XX motioned to call the meeting to order at 11:29, XX seconded.
  - b. The following senators were absent
    - i. Excused: D. Bush, V. Conover, D. Roscoe, M. Spade,
2. Approval of Minutes – postponed until March meeting
3. President's Report
  - a. President Joe's Town Hall- March 6
    - a. Zoom Option
    - b. Sass suggested work with faculty senate to determine times that work best for staff and faculty. Perhaps a morning and night sessions. Q/A session. Joe does not want questions in advance.
  - b. FY26 State Budget came out. Will work with Jennifer Potter as more details come out.
  - c. Leadership Professional Development
    - a. Sass sent an email on February 25 regarding a new professional development series for leadership. Allows leadership to take action and rectify any negative feedback and suggestions to move forth. Good step in right direction.
  - d. DEI update
    - a. Spoke to Joe regarding federal directive. Defer to Diana Allen to elaborate on her committee update.
  - e. Immigration/ICE update
  - f. SFT hosted a session on February 11 facilitated by El Pueblo, Know your rights. Ellen Bailey fielded questions. For those unable to make the session, please refer to the immigration support webpage, on the Dean of Students website.
  - g. Campus Conduct Code policy
    - a. Presented to board at march meeting. Language updated to cyber bullying, sexual misconduct procedure, hazing is more robust and aligned with laws on hazing act.
  - h. SSB9
    - a. As per email from Mary Hughes on February 18, the Current iteration of self-service banner will sunset in June. Begin to familiarize yourself. EM sent by Mary Hughes.
4. Vice President's Report
  - a. Budget meeting is in March. Will report back.
5. Treasurer's Report
  - a. N/A
6. Secretary's Report
  - a. N/A
7. Historian's Report

- a. Website updated; added an elections page with current open nomination form and positions open.
  - b. Adding a resource, or who to contact page. Include various scenarios whether its union, HR, ombudsperson, or staff senate issue.
- 8. Ex-officio updates (CWA, SFT, and IFTPE)
  - a. CWA – N/A
  - b. IFTPE – N/A
  - c. SFT – N/A
- 9. Standing Staff Senate Committee Reports
  - a. Elections Committee- Jamie Morgan
    - i. Met February 25. Apportionment was completed on February 7. Call for nominations email was sent to staff with the open positions on February 17. Can nominate yourself or another. The nomination period opens until March 3, campaign period will run from March 3-March 17, voting period will run from March 17-24. The newly voted in positions will be Installed at the April 30 meeting. Please nominate yourself or others. Current senators or committee members whose terms were ending received an email to nominate themselves should they want to serve again.
  - b. Bylaws Committee- n/a
  - c. Information Technology Committee- Mike Pestritto
    - i. ITS sent a survey on replacement cycle a while back. IT is a holder for devices. From the survey, the feedback shows a lot of transparency is needed. The committee gauged Pete on how to make the approval process more transparent. The centralized IT replacement program link is on the ITS website. Meeting Minutes posted in shared drive.
  - d. Diversity and Inclusion Committee- Diana Allen
    - i. Might need to change the name of the committee. Will consider making changes if and when directed by administration.
    - ii. Need to have a meeting to recap and plan accordingly.
  - e. Event Planning Committee- Megan Taylor/Jess Miri
    - i. May 28 will be Meet the Senators.
    - ii. First 30 min will be closed for senators only to discuss expectations and address concerns.
  - f. Offsite Committee- Nick Zebrowski
    - i. Held their first meeting on February 5
    - ii. Discussing ways to incorporate more input from off-campus sites.
    - iii. Collect data on experiences others have had at the off-campus sites.
- 10. Task Force Updates
  - a. Flexible work Week Task Force- Teresa Barone/Karin Kallert
    - i. Trying to find time to meet to discuss creating the survey. Discussed possibility of having it sent out in May
    - ii. Hoping there is feedback from after implementation.
    - iii. Needs members, if possible, to create survey.
    - iv. Assess academic year schedule versus Summer. Level of satisfaction gauged.

- v. Exec committee to review and discuss.
- vi. Lauren Fonseca volunteered to help.
- vii. Karin suggests sending the survey at the end of April to gauge regular satisfaction versus summer satisfaction.
- viii. Monica to get together and determine survey goals and data needed.
- ix. Mention to Nick any issues off campus are experiencing. So can be infused in the survey.
- x. Any other areas with unique experiences, please reach out.

#### 11. Updates from University Committees

- a. Morale Committee- Bill Mauroff
  - i. Met Monday. Sass went over email. Bickley hired a company for a survey down the road. Updates on the findings will soon be available on the employee tab in the portal.
  - ii. Can add to staff senate page.
- b. Strategic Planning Committee- Monica Viani
  - i. Moving forward with 5 strategic themes.
  - ii. Over 180 volunteers. 92 were staff members.
- c. Budget Planning Committee- Dan Hickson
  - i. Next meeting in March.
- d. Honorary Degree Committee- Sarah Albertson
  - i. Met February 10 to review nominations. Recommendations have been sent to President Bertolino.
- e. Committee on Campus Diversity & Inclusive Excellence (CCDIE)- Diana Allen
  - i. The committee met with Dr. Bertolino and Dr. Sass on February 19
  - ii. Encouraged to attend town hall as will discuss there.
  - iii. President wanted to let our group know a few highlights. His responsibility is to protect the people. Students are still continuing with clubs and programs. Location matters hope to clarify that at town hall. We are staying the course related to our mission. Until the law directs otherwise. Won't react every time an exec order is released. Met with attorney general, institutions were instructed to stay their course on current curriculum. If laws change, administration will bring community together. Won't make unilateral decisions. The board makes the final decision but will bring matters to them. Stockton receives 50-70 million dollars of federal funding. It may come to a point where we need to decide what are we willing to sacrifice. It is wise that we don't bring unnecessary attention to our institution. Federal funding is the biggest threat we face currently. Official statement at this point won't be made so nothing is taken out of context or weaponized against university. Things are being discussed behind the scenes.
- f. Osprey Awards- Megan Taylor
  - i. The meeting is next week. Will let us know after.
- g. Searches- CHRO & VPSA (Monica Viani & Diana Allen/Jessica Spencer Bond)
  - i. CHRO recommendations sent for search.

- ii. VPSA posted on HR last week. Bunch of applicants. HR is fielding applications to ensure unqualified applicants aren't presented to the committee.
  - 1. Meet in March for the first round of candidate review.
  - 2. May anticipated recommendations sent to president.
  - 3. July first target start date

12. New Business

- a. N/A

13. Old Business

- a. N/A

14. Open Floor

- a. Grace and Barb surveyed Enrollment management that was anonymous. Sent last week. Closed today 2/26. Lot of responses. They think it was because it was anonymous, people felt comfortable speaking their mind.
- b. Some specific EM and University wide complaints.
- c. Structured onboarding and training for new employees is lacking. Not HR related more job related and what's expected/how to complete.
- d. Tuition waiver or dependent waiver for graduate components. Dependent waiver can't go to grad.
- e. Foster community – feeling disconnected, don't know members in division, sense of true community not forced but more natural. Possibly team building or activities more regular.
- f. Favoritism is noticeable and has been within division.
- g. Big theme change of leadership, have new interim for 1 year Dec to Dec. Lack of direction and change in terminology, lot of recruiting changes, day to day sense of what we're doing and how we're getting there is lacking.
- h. Concerns we are hiring ineffective communicators. When bringing in new people how do we set them up for success to lead with a sense of direction.
- i. Concerns with taking time off, people feel guilty. Making sure you know its your time, and whether sick, mental health, day to day becomes disheartening. Admissions staff have irregular hours and feel overworked, so when they get pushback for taking time off, they feel some sort of way.
- j. Supposed to be interconnected body and hasn't felt that way. Sense of change not for the better regarding connect with each other.
- k. Flex work schedule questions, comparing to other schools, will other than summer be offered. Don't be afraid to bring up how schedule will be handled.
- l. Morale ideas, please share with Grace. The survey opened the door.
- m. Parking –staff would like dedicated employee parking
- n. Staff lounge. Similar to faculty having one. CWA particularly doesn't have a place to meet and get away. Possible setting to decompress.
- o. Plans to keep conversation open. Meet with ashley see how keep going for entire university.
- p. Monica said this was all great, this is role of senator for them to bring concerns up. We don't know what is happening in each department without feedback. Thanked them for taking the initiative.

- q. Michael P asked if we could hold a senator workshop and how to complete a similar process.
  - r. The staff senate needs to be utilized more by hearing concerns. Helps to hear insight and provide resources on how to handle. Will utilize the first part of the May meeting to discuss strategies.
15. Adjournment
- a. Meeting adjourned called by Diana Allen, seconded by Loukaia Taylor at 12:20PM.