



Meeting Date: August 2, 2018

Presiding Officer: Chair Jon Lee

The Staff Senate held the July session on Thursday, August 2, 2018, in PSU 313. Chair Jon Lee called the session to order at 11:09 a.m.

Substitutes: None.

Attendance: JF1 – Shelly Deckard, Lisa Bonner, Sandy Johnson, Peggy Jones; JF2 – Addie Douglas, Brian Henry, Jacob Welch; JF3 – Michael Murphy, Jeremy Wright, Ryan Wilson; JF4 – Katrina Chavez, Galen Martin, Laura Backer, Yvania García-Pusateri, Jimi Sode, Kate Roessler, Samantha Francka, Shamika Kentish; Executive Board – Jon Lee, A'dja Jones, Rut Muñoz Aliaga, Will Hader, Rob Moore.

Absences: Kelly Bridges, JF1; Kelsie Young, JF4.

Guests: Paula Wilhelm, Office of Human Resources.

APPROVAL OF MINUTES

July minutes will be postponed until September meeting.

APPROVAL OF AGENDA

Agenda approved with no changes.

EXPLANATION OF VOTING RESULTS

- Regarding food at Senate general meetings – 70% response rate.
- Regarding survey – 56% response rate.

OPENING THE FORUM

Motion to suspend Robert's Rules to encourage senators to speak freely was put forth by Chair Jon Lee and so moved by Senator Will Hader, it was approved at 11:15 a.m. A few topics were addressed:

- **Regarding the survey results**
 - Senator Michael Murphy wants to make sure that debate should remain as a part of the Senate since it fosters better results.
- **Raises**
 - Senator Addie Douglas mentioned that she has received inquiries from her Job Family 2 members about raises.
 - Past Chair Rob Moore, as a voice from the Budget Committee commented that if monetary raises are not viable, extra vacation days can be given. He supports bringing up the issue for raises.
 - Senator Galen Martin mentioned that President Smart also agrees about the issue with raises.

- **Regarding the Senate's purpose and reputation**
 - Senator Jimi Sode commented that his coworkers may have concerns about how to make their life working here better: parking, tuition benefits, concerns like that need to be addressed within the Senate, that way their voices can be heard.
 - Faculty Senate Representative Elisabeth Walker supports that view, adding that it shows the Staff Senate as a body.
 - Senator Laura Backer added that being part of Staff Activities she can see that the Staff Senate has improved over the years, it just needs more transparency and accountability, and less patting each other in the back. Personal matters should not affect the Senate.
 - Senator Sandy Johnson pointed out that we must make a stronger and bolder move to have staff members to join Staff Senate meetings, most of the staff body doesn't even know they can come and speak their ideas at the meeting. There have been attempts to bring more staff members before, but we need to focus and brainstorm and get something more concrete going.
 - Past Chair Rob Moore mentioned that The Senate is the one that's supposed to have the willingness to do the hard work for the rest of the staff members, keep track of State Legislations and other topics that might affect them. We can be the ones to gather and process the information and make it available to other staff members, so they are aware of such issues before they affect them.
 - Senator Laura Backer commented that she has brought several staff members to the Senate meetings but two of them refused to come back because of the environment among the senators and how things were handled during the meeting.
 - Senator Mike Murphy explained that the issue is with apathy: when an idea comes there's not much reception, maybe some but the changes happen very slowly; but people want quick fixes as a culture, so it causes apathy. Despite not having great pay, the university it is good in other ways, it has a great environment, good benefits, and plenty of time off. We can use this to break that apathy.
 - Senator Katrina Chavez reminded that there are many things that the Staff Senate does that go unaware by other staff members. People tend to ignore Staff Senate issues unless they're brought up by some sort of personal connection, otherwise it goes unnoticed.
 - Senator Yvania García-Pusateri brought the point of the Senate being a better advocate. We can work to make minorities feel included, like renaming holidays so religious minorities feel included, or making small celebrations on their particular holidays. We can create training or enable discussion on the politics that restrict others or marginalise them, help raise awareness on the language we use, or appropriate pronoun usage, we should be more proactive in this area.

VOLUNTEER AD-HOC GROUPS

As part of the second half of the meeting, Chair Jon Lee encouraged senators to form ad-hoc groups with one or two goals that they want to achieve this year.

- Senators Sam Francka, Jacob Welch, and Addie Douglas will get together to find out and learn what the reasons why staff isn't getting pay raises.
- Senator Laura Backer will have a group to go through the Senate's Mission Statement, it hasn't been reviewed in over 20 years, maybe make it a goal to revise it on a 5-year plan basis.
- Senators Lisa Bonner and Katrina Chavez will work on finding different ideas for better marketing and communications for the Senate.

NEW BUSINESS

Senator Galen Martin presented the plan for the Staff Activities this year, it is heavily sports-and-athletics oriented:

- There will be three tailgates in the Fall season.
- We will sell discounted tickets for football, soccer, volleyball, baseball, beach volleyball, softball, and men's basketball games.
- Budget total will be \$4,637.50. From a \$5,290 budget there would be \$662.50 left over, which are planned to be used in case of unexpected changes in costs.

Senator Will Hader moved the notion to approve the budget, Senator Ryan Wilson seconded, motion was unanimously approved.

ADJOURNMENT

The meeting adjourned at 12:07 pm.

The August session will be held on Thursday, September 6, 2018 at 11:00 am in PSU 313.