

Friday, August 23, 2019, 10:00am, LIB 209

1. Call to Order

Staff Council President Jessica Welch called the meeting to order at 10:00am on Friday, August 23, 2019; Library, Room 209; a quorum was present.

Members Present

Sue Armitage, Anthony Baker, Sulaina Banks, Lorraine Casazza, Kim Coughlin-Lamphear, Kailyn Doyle, Steven Margell, Brandon McMillin, Gabby Pelayo, Molly Pucillo, Sasha Wallace, Mary Watson, Jessica Welch, Amelia Wright

Members Absent

Deserie Donae, Cortney Koors, Lauren Lynch, Casey Park

Guests

Tom Jackson, Nancy Olson, Simone Aloisio, David Marshall, Alex Gradine

1.2 Introductions and Welcome

President Welch introduced herself, welcomed guests, and began a round of introductions with Councilors and guests. HSU President Jackson introduced himself and stated HSU is his 9th place of employment and last. Dave Marshall, laboratory and classroom support team, has been at HSU for 30 years. Simone Aloisio, has been here for 8 days and loves it so far. Alex Gradine was previous Staff Council President and serving now as the new Staff Senator.

2. Introduction from New HSU President Dr. Tom Jackson

Thanked the Staff Councilors for serving on this body to help improve HSU. He expressed his appreciation for our willingness to do that and looks forward to working with the council to help create a place we can be proud of in totality---not necessarily in a singular area. He shared that his first job at a 4 year university was as a box office manager, then at CalPoly, and worked his way up and earned more degrees; this is his second presidency. He went on, noting he shared this to say he didn't wake up and say 'I will be a University President.' He concluded, stating he believes in the work Staff Council does, and the council has his support, and he looks forward to collaborating to help make the campus better. He then asked for questions from the floor.

Guest Nancy Olson asked, "What are your priorities for non-faculty staff at HSU?"

President Jackson answered: I want our students to have a positive successful time here on campus, and I think some of that has to do with how staff feel about their jobs and their place on campus. We contribute to those things through our work, even if I may not be the one who discovers things, or teach students directly, but we all are part of a team that create a greater good. My role is in some of that, because I rely on you all and others to help continue to make this wonderful place great.

Councilor Baker asked how President Jackson plans to improve training, coordination of staff, and general communication across campus.

President Jackson answered that he relies on staff as content experts who are able to push things through the personnel levels to eliminate bottlenecks and cumbersome bureaucracy; he recognizes the skillsets for solving problems are right here with the staff, and that administrators don't need to wait on staff to ask for permission to solve problems. He stated he'll ask for staff insights on what should be done, and only provide "presidential input" as required. He continued, noting his deep belief in professional development. He concluded noting that administrators are trying to eliminate chargebacks for different things (applause broke out).

Councilor Armitage pointed out her belief that the campus is underutilized in the summer, and stated her hope that HSU will expand continuing education opportunities on campus in summer.

President Jackson expressed his support and suggested that between conferences, student camps, and offering more courses, opportunities for raising the bar definitely exist here, and recommended that anyone proposing summer events draw a parallel with the costs HSU may be losing as a result of having a slow summer.

Councilor Armitage went on to ask if something will be done to rebuild the situation with KHSU.

President Jackson conceded his near certainty KHSU will not return to what it used to be, partly because HSU was spending roughly \$500,000 per year to run it the old way, and now through partnerships with Chico and Sacramento State Universities, HSU is spending \$16,000 per year, with radio broadcasting from Crescent City to Petrolia. He noted in talks he's had with stakeholders in the area, there's a generalized point of view in each town—it was necessary to do something to get control of the costs, but he doesn't disagree HSU could have done something better. He concluded, noting the important questions are "how do we bring in our faculty and students into KHSU?" in order to engage the radio station in a laboratory setting,

and to connect it to academic affairs and an academic department, (in other words, to make it a public service program, rather than a free speech issue) we might link it to student success. If this is possible, the cost will be substantially lower and it'll enable HSU to have better technology and relationships between Chico and Sac State.

3. Team Building Activity: Camp Fire Stories

President Welch suspended the rules from the floor; minutes were not taken during the activity

4. Approval of Minutes from the May 29, 2019 Meeting

M/S (Watson/Welch) to approve the Minutes of May 29, 2019

Councilor Wright offered a friendly amendment to clarify the committee to which she was previously nominated as Chair, changing from "Staff Service Committee" to "Recognition Committee"

Motion to approve the minutes as amended passed unanimously

5. Open Announcements

Guest Nancy Olson announced there will be a campus-wide survey forthcoming in mid-September, to ask about professional development and training needs. She noted it is a little lengthy, but HRAPS really wants to get a good snapshot of what people want in the way of professional development in order to use the data to create a campus wide training and professional development plan. She concluded with news of a quarterly onboarding training.

Councilor Banks asked if they will be focusing on different groups on campus within the survey

Olson clarified that there will be three versions of the survey, not by department or classification. The three versions will be staff, administrators, and faculty.

Councilor Wallace announced that President Jackson is taking students around today and Friday, August 30, to Trinidad and Eureka.

6. Staff Council Officer Reports

President Welch

- There have been changes to the Staff Council website, and the awards program enhancement initiative is being worked on in the PGE&SRA. She reviewed that last year, a lot of the female staff were nominated because of emotional labor (working through lunch...etc). This year, there will be less essay-type questions, and more about valuing the work. The PG&SRA made a proposal for changing the nomination forms to the

President and he accepted—this year it'll look a bit more equitable. There'll now be an option to nominate teams rather than just one person. If you have any questions, you can ask Sue and Jessica. From now on the welcome letter for new hires will be one notecard signed by the President, the Staff Council President, so that the new employee sees Staff Council and the President's Office are unified. She concluded, noting there are a couple of staff senators who will attend next meeting to provide clarification about the Senate and how Staff Council helps with that.

Secretary Watson

- The website will now have a space for agendas and meeting documents, and the minutes posting timeline for council business will be more cyclical in nature than previously. Hopefully the shared drive will be edited to be more user-friendly, but the Staff Council Executive Committee will be very purposeful and careful in any changes to the format.

Treasurer Baker

- \$2,600 will roll forward from last year, which will be added to the \$4,000 banked. Staff Council will have access to planned events in the Treasurer's folder in the shared drive.

6.5 Discussion / Action Item: Vote to Nominate and Elect 2019/2020 Staff Council Vice President

President Welch solicited nominations for the office of Staff Council Vice President, first noting that a few Councilors are not in attendance so if no nominations are forthcoming at this meeting, there will be another chance for nominations and voting at the next meeting.

M/S (Baker/Watson) to nominate Councilor Koors as 2019/2020 Staff Council Vice President.

Pending acceptance of Councilor Koors' nomination, Council will solicit further nominations and vote to affirm/deny appointment(s) at the September 18 meeting.

7.1 Action Item 1: Review and Vote on Proposed Committee Structure

M/S (Welch/Watson) to approve the revised committee structure.

Councilor Banks spoke in favor of the revised committee structures, noting that the previous idea for marketing to be an aspect of all committees would be detrimental to other committee duties.

Council vote to approve the revised committee structure **passed unanimously**.

7.2 Action Item 2 (Pending results of Action Item 1): Officer and Committee Chair Elections

President Welch solicited nominations for the office of Chair of the Service Projects Committee. Councilor Banks self-nominated.

Council vote to elect Councilor Sulaina Banks as Service Projects Committee Chair for 2019/2020 **passed unanimously.**

President Welch solicited nominations for the office of Chair of the Governance Committee. Councilor Margell self-nominated.

Council vote to elect Councilor Steven Margell as Governance Committee Chair for 2019/2020 **passed unanimously.**

President Welch solicited nominations for the office of Chair of the Recruitment and Recognition Committee. Councilor McMillin self-nominated.

Council vote to elect Councilor Brandon McMillin as Recruitment and Recognition Committee Chair for 2019/2020 **passed unanimously.**

President Welch solicited nominations for the office of Chair of the Marketing Committee. Councilor Pelayo self-nominated.

Council vote to elect Councilor Gabby Pelayo as Marketing Committee Chair for 2019/2020 **passed unanimously.**

President Welch solicited nominations for the office of Chair of the Gender Equity Working Group

Councilor Armitage self-nominated.

Council vote to elect Councilor Armitage as Gender Equity Working Group Chair for 2019/2020 **passed unanimously.**

M/S (Doyle/Pelayo) motion to adjourn

8. Meeting adjourned at 11:32 am