

Staff Senate Meeting 05/17/2018

Call to Order: 2:04pm

In attendance: Andrew Holbert, Kristen Larson, Louann Casares, Kathryn Plummer, Shane Follett, Dona Vasas, Kara Westervelt Parker, Rip Horsey, Jesse Poole, Weiwei Zhang (late arrival), JD Welch (proxy for Kyler Dreyer)

Absent: Kyler Dreyer, Kimber Townsend, Susan Hays

Approval of Minutes: Kristen Larson's last name was spelled incorrectly, as was Shane Follett's last name. Rip moves to approve amended minutes. Louann seconded. 8-0-0

Approval of Agenda: Rip moved to approve agenda. Andrew seconded. 8-0-0

Reports:

- **Shared Communications Report** -- none
- **Faculty Senate** -- Budget update from the President and Jay Kenton; the surplus discovered will be used strategically but most will be invested; Faculty Senate elections were held--Greg Zobel will be president, Breanne Flesch will be VP, Stewart Baker will be Secretary; BA/BS Task Force talks will be on hold until July; Student Success and Advising update; Transfer Articulation update.
- **Student Senate Report** -- ASWOU elections have been finalized w/ exception of write-in candidates; deadline for clubs and orgs to recharter is next Friday (May 25); no hard deadline for new clubs and orgs to charter; the preference is to get those new charters in with the re-charter deadline; Shane will send election results to Jesse to share with the group. President Evelyn Guzman, Vice President Erik Morgan, Senate President Nathan Soltz, Judicial Administrator Logan Doerfler, Student Senators Jamie Norr and Rowan Hammer, IFC Members are pending on the write-in results.
- **Board of Trustees Report** -- none; next meeting on July 17

Old Business:

- **Staff Senate General Elections** -- We have emails that have gone out to prompt people to submit nominations; reminders will go out tomorrow and then next week; have not set a deadline for nominations; any staff senate person can view the form submissions through the Google drive.

New Business:

- **Greg Zobel** -- Workplace civility presentation. We must formalize workplace civility; there is a lack of trust on campus in some areas that has caused people to seek employment elsewhere; Healthy Workplace appendix F is obviously not working as enough of an enforcement tool to ensure workplace civility; the WOU environment was not like this when GZ arrived 5 years ago; Goal: force all parties to have a higher moral ground. Until we have administration and SEIU and WOUFT and the various senates agree on a set of shared values, this will not be effective. Students are held accountable for conduct; the same should be true for faculty and staff. We don't understand how existing processes for faculty/staff work. Students have a more robust process for

complaints and grievances. The right thing is a shared development of an equitable and appealable disciplinary process that integrates contractual agreements. Workplace civility should not be a bargaining chip. The right thing is to remove special or perceived protections, privileges, or entitlements. These lead to ongoing tensions. He seeks uniform support from Staff Senate, Faculty Senate, Administration, WOUTF & SEIU. GZ provided us with two handouts: "Workplace Civility and Bullying Standards Policy and Procedure" and "Request to support 3 motions." This is not an overnight solution; workplaces are complex and people are complex; it will take a year or two to work out the administrative process, but the question is why are students more accountable than faculty and staff for their behavior? This is a systemic approach and not based on individual personalities.

Questions from Senators:

Jesse: Have you done any empirical data gathering around this problem? GZ says no; the nature of the problem is such that people would have to expose themselves to retribution if they put forth their stories.

Kara: Have you had any pushback on this? GZ says much lip service is paid to social justice and anti-bullying, but if we truly were committed to it, we wouldn't have need for this initiative; people engage in bullying for many reasons, but most bullying behavior come from people who believe they are right and will do anything to prevail ("unintentional bullying"); no explicit resistance to this initiative, but there will be resistant to any kind of punishment or sanctions arising from this.

Louann: Will there would be a policy regarding how faculty should/should not treat students? Can there be a system where students can raise concerns without having to meet one on one with division chairs? GZ said we can revise the statement to include students. Students need to be able to hold faculty accountable.

Kathryn: How is this type of work taking place on other campuses that are similar in size and culture? GZ says he hasn't done that research, but this is an open process that anyone can join in on and contribute to. We could ask HR to come to a joint faculty/senate meeting to explain and clarify the current process. Common ground, shared agenda between exec council of Staff Senate and Faculty Senate.

Andrew: I like this concept and policy change, but fear of punishment shouldn't be a driving force; there should be proactive training and education to change the culture. GZ: Rather than focusing on gossip, we could be doing things to focus on stabilizing internally. We need multiple people advocating for this initiative to start addressing the trust issues that have been around campus for a bit. If we have questions or comments, he's happy to come back in the future. He's hoping the unions will buy into this, and whoever is out in front of this will have the moral authority. If you want to consider a joint strategy/meeting, let GZ know.

- **Scholarship Update:** Andrew moves to select two recipients. Kara seconds. Discussion: maybe we only have one really qualified candidate. Motion fails 0-8-0. Andrew moves to select *up to* two recipients for the Staff Senate Scholarship. Louann seconds the motion. Discussion: if we give two, are we obligated to give two in the future? If so, we need to do active fundraising to sustain the scholarship. Motion 8-0-0. Rip and JD volunteer to read for the scholarships.
- **Summer meeting schedule:** Do we want to keep this time or do a Doodle Poll to set a summer time? July, Aug, and Sept--meet once a month. Kara moves we do a Doodle Poll; Weiwei seconds. Motion passes 8-0-0

Announcements:

- Rip has the template for the name placards; Print Shop can generate them for a reasonable price. Our budget will cover it; Kara will check our balance and whether it rolls over or not.

Adjourn: Andrew moves to adjourn. Kara seconds. Meeting adjourned at 3:31pm.