

Staff Senate Minutes

May 21, 2024 (2:00pm–3:30pm)

Online Via Zoom

Start recording - Staff Senate follows Simplified Robert's Rules

- Meeting recordings only accessible to Senators
- Zoom meeting - <https://wou-edu.zoom.us/j/85780295099>

In-Attendance: Adrian Trujillo, Alexis Morrison, Ambre Plahn, Jason Horne, Kristen Perry, Keats Chaves, Rip Horsey, Jane Cameron-Jensen

Absent: Pam Flippo, Crystal Ross, Jenna Otto, Noah Carillo,

Guests: Kirstie Rudich, Sandra Holland, Judy Sylva, Rico Valerio, Chris Solario

Approval of minutes

- May 7th Minutes in drive and ready for approval

Guest Speakers

- Judy Silva, Strategic Plan
 - There is now a website dedicated to the [Strategic Plan](#). The beginning stages of the plan started with the Mission, Vision and Core Values which included a lot of input from the campus community. The team feels good about the core values of and proud of the work that was done to get here. The website has several tabs on the top of the screen and makes it easy to navigate each section of the strategic planning process. The site is still under development, so more exciting changes to come.
 - The first tab goes over the Mission, Vision and Values
 - The second tab is the Goals, Metrics and Outcomes. Here we focus on 4 main goals: Institutional Sustainability, Student Success, Transformational Diversity, and Community Strength.
 - A tab under development and not currently showing is one called Assessment and Implementation. This page will be filled with information and support for folks around campus.
 - What is next? The next strategic plan that will be rolled out to campus is called the Strategic Enrollment Management Plan. This is more of a disciplinary plan where each area of the university will have their own strategic plan. Student Affairs and Academic

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Affairs will create their own strategic plan that will align with the university strategic plan. Then, each college/department/division will have a plan that aligns with the larger unit that they live in. A newsletter will be sent out shortly that will announce this new plan and tips for how to get started on your strategic plan.

- Q & A:
 - How often will you be rolling out the newsletter?
 - The hope is to launch once per quarter. However, the website will really be the place to get on-demand resources.

Reports

- Committee Reports
 - Shared Governance - Nothing to report
 - President's Cabinet
 - Presentation from the Education Advisory Board. They shared an update on the strategies they are implementing to enhance the student experience. Adrien can either share the presentation or ask Jamiere to come to Staff Senate and give a presentation for us.
 - Sustainability Funds Update:
 - In 2023 the Oregon State Legislature gave us \$25M between the 4 regional universities plus PSU to work on sustainability projects and getting our universities in good financial standings and to get started on those projects. It came with a very specific mandate about what is allowed and not allowed for sustainability projects. Phase I gave \$1M to WOU to work on our first group of concept proposals. Phase II in the amount of \$18M for Special Purpose Appropriation Funds is where we are now, and we were hoping to see those funds available in February. Unfortunately, a few senators were not in agreement with some of the concepts that were presented and wanted to see more creativity and so those funds were not released. At WOU we kept it a bit simple and focused on how to optimize our services such as Banner, Destination Western, and a few programmatic projects. HECC is going to the Emergency Funding Board now to ask that these funds be released. We

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are hoping to hear back on this by the end of the month. Of this \$18M, WOU is estimated at receiving about \$2.3M

- WOU is becoming a member of the Council of Liberal Arts Colleges. As members we will be able to utilize their services for publications, etc.
- Reminder to staff to please attend campus wide events that are happening right now. This helps build the community even stronger than we are now.
- Remote Work Policy – Evan said that they took the feedback that was received and are taking those suggestions into account and are working on a new draft to adopt into the policy. Unsure what feedback was accepted, but we are hoping to see this new policy soon.
- University Council - Nothing to report
- Other - Administrative Equity, Staff Connections, Scholarship, Faculty Senate, etc.
 - Staff Connections: May the Trivia event coming up on May 29 from 12:30 – 1:30pm in the Santiam room in the WUC. Bring your lunch and join us for this fun event.
 - Scholarship Committee: Still waiting to get access to review the applications. Ambre is trying and will reach out to those members on the committee as soon as possible.
- [President's Report](#)

Unfinished Business

- Call for guest speakers
 - Just a reminder that if you have an idea on a guest speaker please let us know so we can send an invite.
- Campus-wide Senator Nominations
 - Ballots went out today. Some folks were surprised that we did not include names, so if you hear of that please just refer to the bylaws as we changed how ballots are formatted a while ago. We are looking to fill 3 classified seats and 2 unclassified seats open.
- Use of Direct Appointments
 - On hold – Should we continue to hold this, or are we ready to table this? It would be good to see if the statistics match what our perceived views are (that we not really doing this anymore). It would be good to hear from HR on where they are with this. Let's ask

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HR to provide a summary of where we are on this.

- Performance Evaluations & Training
 - Ongoing through HR
- Search Committee processes
 - On hold
- “Suggestion Box”
 - On hold

New Business

- Unclassified Sick Leave Bank
 - [Policy](#)
 - [Application of Enrollment](#)
 - [Additional Donation Form](#)
 - [Request for Benefit Form](#)

Announcements

- Agenda item suggestions
- Kudos/Recognition – May staff member of the month is....Hayden Campos...YAY!!!
 - Huge shout out and thank you to the follow senators whose term is ending this academic year: Crystal Ross, Jason Horne, Keats Chavez, Noah Carillo and Jane Cameron.
- Public Comments - Anything for the good of the order?
 - The Classified CBA has been updated to adopt the new changes. If you would like to read through these changes please refer to the [CBA](#).

Adjourn

Upcoming

- Next meeting June 4, 2024