



Staff Senate Meeting March 6, 2019

Call to order: Meeting called to order at 9:37am -- technological difficulties

In attendance: Rip Horsey, Laura Lyon, Kyler Dreyer, Natasha Gaspar, Jessica Shumake, Kristen Larson

Absent: Lori Palmer, Kathryn Plummer, JD Welch, Susan Hays

Guests: Laura Tierney

Approval of the minutes: Approved with no corrections

Reports:

University Budget Advisory Committee -- Natasha Gaspar

- Summary of proposals being forwarded to Phase II of budget process; document in Team Drive under 2018-19 proposal
- March 14 and 15 -- presentations of finalists happening on campus; they may be video recorded; Q & A will happen; it will be interesting to go see the presentations to figure out how to pitch our requests in the future to get moved on to Phase II
- Phase II candidates will have to give an assessment plan for determining the success of the proposals

Constituency Committee Update -- Laura Lyon

- 5 people attended who were not already part of staff senate; some people came with ideas
- One idea was to change the name -- perhaps "Staff Connection Committee" or "Member Outreach"
- Discussion of activities -- perhaps charging \$1 to participate to help the committee become more self-sustaining
- New Employee Orientation can be enhanced for staff
- Fireside chat with Dr. Fuller to see him as a person instead of just a president
- Campus tours for employees
- Lunch clubs or interest-based clubs
- Survey to see what employees are interested in
- Natasha moves to change Constituency Committee name to "Staff Outreach Committee"; Kyler seconds. Discussion: Kara likes "Staff Connection Committee"



better. Kara moves to amend the motion to change the motion to rename “Staff Connection Committee”; amendment passes 7-0-0. Motion passes 7-0-0.

Shared Communications Update -- Rip Horsey

- Presentation of cultural competency at the 5th Tuesday meeting
- There is legislative action that requires us to have cultural competency training on campus; WOU is working on this
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Unfinished Business:

Campus Climate Survey Updates

- It's currently being worked on; Judy from HR is reviewing proposals from companies who could provide a survey tool; people want to have assurances that their responses will be confidential
- About only 400 will be surveyed (random selection); Rip will request that all employees be surveyed rather than a random selection.

Customer Service Updates

- Those who self-select into training are likely the ones who are already well-versed in customer service; those who need the training aren't likely to self-select into the training
- The current Connections training is no longer supported by the parent company that owns it.
- Employee Assistance Program: EAP does more than help people who are in crisis; it can help people learn how to buy a house; do employees know the benefits of this service?
- What happens to faculty that receive poor evaluations? What happens to employees who receive poor evaluations? Are trainings in place to help with this?
- Lunchtime trainings are great, but people don't want to give up their lunch times to be trained
- It would be beneficial if our institutional culture valued training, made trainings mandatory, and if supervisors supported employees taking time in their work day to professionally develop. We need a culture of lifelong learning.

New Business:

By what mechanism can we get our items of concern into visibility? Something like a “non-binding resolution”? Send memos? Be a standing informational item on the Faculty Senate agenda? Do research to have data to back up our suggestions? Do we do like ASWOU and pass resolutions?

Announcements:

Giving Day matches -- many of the match challenges were met!
5th Tuesday Meeting -- April 30th, 2019; executive committees need to meet in March to



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set this agenda

Look in the drive to see a document about suggestions for improving our website

Adjourn: Meeting adjourned at 10:45am