



Staff Senate Agenda

October 21, 2019 (2:00-3:30 pm)

Ochoco Room - Werner University Center (WUC)

Call to Order - all visitors are welcome: 2:00 pm

Approval of minutes

Draft in Staff Senate Team Drive for October 7, 2019- Approved with a few spelling mistakes

In attendance: Kathy Bolen, Max Chartier, Kyler Dreyer, Dorothy McInerney, Laura Lyon, Olivia Flores, Ryan Jennings, Colin Haines, Eric Dickey, Laura Tierney,

Absent: Tony Manso

Guests: Dr. Rex Fuller, Judy Vanderburg, Dr. Abdus Shahid

Reports

Presentation to Staff Senate

- Dr. Rex Fuller (President - Western Oregon University)
 - Working on submitting capital projects
 - Findings show that there is enough square footage, just not allocated to the right types of space
 - Student Success Center, New PE, Football Stadium, Repurpose APSC for the new Health Sciences, Revision performing arts center between Smith and Rice Auditorium are all on the top list of capital projects
 - Capital projects are due today (10/21/19) and WOU will find out how they are “scored” in legislation in about 30 days
 - Currently tracking student enrollment and are lower than expected
 - 250 students down in the 2019-2020 school year
 - This affects the budget as 70% of the budget comes from student tuition and fees
 - The budget this year is underfunded starting with not getting all of the funds asked from the legislation and now with the lower enrollment, therefore, each department needs to be aware of their budget.
 - Questions:
 - How can we navigate getting things done as a staff senate in an efficient way?

- The 5th Tuesdays are important for sharing and figuring out the next steps need to work on a goal.
- Reporting to the different university committees and asking our representatives to share our goals.
- There needs to be better communication and in a more timely manner, something the climate survey shows
- Are the capital projects evaluated individually or as a whole?
 - Each project is assessed individually
- Does the budget affect all departments?
 - Yes, but there are some areas, such as the utilities, that there is no much flexibility.
 - It is important to communicate and be upfront about the budget so that the university does not fall more behind in budgeting
- Are we going to freeze hiring?
 - No, we are going to fill what we have and there might be some “savings” if individuals are hired later in the year
- Are hiring managers required to put in a request for the position?
 - There is nothing extra that hiring managers will need to do other than their previous requirements such as job descriptions.
 - The President will be meeting with the budget committee and talking about the retention of certain populations and how to purpose the budget in a forward-thinking way.
- If an employee goes through a Masters program at WOU do we get credit from the legislative budget?
 - Yes, we would get credit when they graduate and from their credit hours. Although there is fewer tuition dollars coming from them because of the staff discount.
- A suggestion was made that the president come once a term to the meetings

Campus Climate Survey Presentation and Discussion

- Judy Vanderburg (Associate Vice-President - Human Resources)
- Dr. Abdus Shahid (Director - Institutional Research and Effectiveness)

- PowerPoint presentation with two handouts- one that lists the Survey questions and what category they fall into as well as a copy of the presentation
- The campus climate survey came back in 191 pages and so the process of putting the results into a format that communicates the findings is in the works
- Modern think higher education insight survey
 - The average scores for the survey responses for both the overall score and those represented by Staff Senate was Fair to Mediocre
 - The survey was sent proportionally to how our employees are categorized: faculty, staff, administration
- Insight Viewfinder Campus Climate Survey for Administrators, Faculty, and Staff 2019
 - 405 participates, the survey was sent out in a proportional way
 - A high percentage of employees strongly agree or agree with mandatory diversity training
 - There is a need for improvement in the areas of being welcoming to certain groups of people. Low ones reported on the surveys were: Native Americans, Muslims, and Middle Eastern People
 - There is also a need to promote better interactions between racial/cultural groups. Low scores were reported from both people of color and Hispanic/Latinx employees
 - A lot of the shared thoughts between administrators, faculty, and staff for why they choose to work for WOU
 - There are also a lot of shared thoughts between administrators, faculty, and staff as to why they would choose to leave WOU
- Judy can get the staff senate the full 72 questions from the survey and those results can be aggregated in different ways such as years of service, gender, and race.
- How does the previous campus climate survey compare to the most current one? Judy will look for the old survey and share it.

Staff Senate Budget Update

- Olivia Flores (Secretary/Recorder - Staff Senate)
 - Monthly income of \$95 into the student scholarship account



New Business

Staff Senate election for the vacant classified seat

- Need to fill one classified seat after Kristen Larson left

Staff Senate recommendations for five mandatory training topics

- Cultural Competency
- FERPA
- Harassment Compliance
- Title IX Compliance
 - Motion to create a shared document to save time and then vote on the Google Form
 - Approved 9/9

Unfinished Business

Setting goals for the 2019-2020 year

- Staff in the campus strategic plan
- Setting SMART goals
 - Next meeting we will solidify the goals
 - Waiting on the survey that was sent out, Kyler will follow up on the classified staff email

Announcements

Laura T. asked is everyone knew what SES meant from the president's letter about the budget. Mixed reactions, but there needs to be clearer communication about uncommon acronyms.

Adjourn: 3:30pm