

Staff Senate Agenda

July 18, 2023 (2:00pm–3:30pm)

Online Via Zoom

Senators: Kelly Rush, Adrian Trujillo, Noah Carillo, Keegan Gormally, Jason Horne, Crystal Ross

Guest: Wendi Mars, Amanda Bales, Stacey Vieyra -Braendle, Heather Brophy

Start recording

- Meeting recordings only accessible to Senators
- Zoom meeting - <https://wou-edu.zoom.us/j/85862240500>
 - New Zoom link, Adrian link and invitation has been sent out for every two weeks.

Approval of minutes

- On the way
 - Kelly-With no Secretary we do not have minutes for last meetings.

Guest Speakers

- No guest speaker

Reports

- Committee Reports
 - Shared Governance - none
 - Was no shared governance to report on.
 - President's Cabinet - July 12th meeting
 - Kelly - Interesting topics. Amy Clark and Micheal Reise discussed preferred name policy change. Pushing since April. At the point now for public comment. There was push back in the Cabinet from doing that at this moment, because faculty is not on campus. So it has been paused now. BAck in 2016 Oregon law was passed that requires Universities to allow students to utilize their preferred names. Amy Clark has identified the systems that need Legal Names and systems that preferred names can be used. Micheal stressed the urgency of this issue, for faculty it can possibly be dead naming a student and not knowing they did that. Policy would provide a sense of safety to students.
 - Kelly - Remote work policy, "my feelings" we will be seeing some changes on a

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university wide scale, the definition of remote work. Kelly's impression is that they wish to have more uniformity on campus in regards to remote work. Two populations were discussed, out of state workers and faculty who are working remotely in the US or out of the country. This will cause some HR issues regarding pay and taxes. I feel like changes are afoot. I brought up how remote work can be offered as a perk for the unclassified can be helpful because our salary is lower. People seemed receptive. Yes Kegs?

- Keegan: Question about, workers compensation policy, has it changed with the states that it will cover, regarding the remote work. Question mainly directed to Wendi.
- Wendi: I am not sure, I do not directly work with workers comp, but I know that there is a lot of state by state that has a set of rules on workers comp, and its based on the state that you live in, not the state that you work out of. HR is filling information for all the individuals that work outside of Oregon. It has added a whole new dimension to the HR process, and it's all based on where they are at, not where they work from.
- Keegan: Thank you Wendi.
- Kelly: Jose, new Provost, mentioned that these roles are state founded and it feels a bit wrong to have those funds go out of state.
 - Chat from Heather Brophy
- Kelly: *reading chat from Heather Brophy* "Salem is implementing a new tax for people who work in salem." I know there is a strong push to bring people back to campus but there is still a strong desire for remote work.
- Kelly: Final topic was about compensating upper admin (like VP) if they teach a class. The current policy states, that if ex. Dr.Peters teaches a class, they would not be compensated for it that it is stated as duties as assigned. This brought up that staff members are also teaching courses where the department is not receiving that funding by tuition dollars. It's still in discussion.
- University Council - homework
 - Kelly: Judy gave us homework. Looking at doing a better job defining WOU

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values, vision and mission statement. There were some concerns with the committee, which seemed lop sided with a number of academic affairs and student affairs. UC is creating the value, vision, mission statement and strategic plan. The homework we have been given is assessing the last strategic plan to see how they did. Evidence gathering stage, to see if there is any evidence where the Staff Senate feels fit. Directors should be bringing this up to their staff.

- Kelly - Has anyone engaged in this work besides Keegan?
- Amanda Bales (Proxy) - Does this impact those who are not in the Academic/ Student facing? This seems to be way over our heads and not relatable.
- Kelly - That's the thing, this needs to be our guiding principle for the next 5 years. There are WOU values, things we feel are important. The last strategic plan had many values and statements. A way to bring our collective brains together. Univericy Council covers a vast majority of departments to provide multiple perspectives. Next president should be a bit ornery , just to push issues of the everyday common staff member.
- Jason - Just as an example of a perspective that is not caught, taking into consideration the Salem Tax, I am not sure if they count it by days, its like \$50 a month from that tax, compared to the gas commuting everyday. Now to someone making 100,000+ then it may seem like much more. This is just a perspective example.
- Kelly - I did not get the perspective that they will get rid of remote work completely, more of a standardization. Saying, at least you have to live in Oregon, just because of our tax structure and being funded by Oregon.
- Kelly - I have not done any outreach with the new HR Director. I would suggest that be a top agenda item for next president and possibly create committee for the On Hold items we have going on.
- Other - Administrative Equity, Staff Connections, Scholarship, etc.
 - Adrian Trujillo - Staff Connections, break walk in front of the WUC, Tuesday and Thursday. If it's too hot, we move into the indoor track. We discussed a picnic lunch style, keep a look out for that.



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- Kelly - Jose and Jesse invested in creating community and culture back at WOU.

Unfinished Business

- Performance Evaluations & Training
 - On hold
- Use of Direct Appointments
 - On hold
- Search Committee processes
 - On hold
- Fundraiser Raffle
 - On Hold

New Business

- Executive Update
 - Kelly- I will be leaving WOU. Friday is my last day on campus. Adrian will prepare a new election (By law stated for the process of Executive vacancy).
 - No question on the process.
 - Kelly has let individuals in Admin know of the change of roles in the staff senate.
- Change of Staff Senate
 - Micheal Gonzalez has stepped down as senator. A new Special election was held to fill the vacant role and now Crystal Ross has been elected as a new senator.

Announcements

- Agenda item suggestions
- Kudos/Recognition
 - Keegan - S/O Kelly for being a wonderful leader for our office (SSA) and Staff Senate.
Thank you and Good luck!
- Public Comments - Anything for the good of the order?

Adjourn

Upcoming



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- August, 22nd - see calendar link