

Classified Staff Advisory Council

Meeting Minutes for October 15, 2019

Location: 162 Millett Hall

Present: Franchesca Alford, Patrick Ammon, Ron Applegate, Connie Bajek, Liberty Leon, Sheri Penwell, Shelley Gravenstine, Earl Thompson and Becca Webb

Absent: Cathy Dalton, April Haley, Mia Honaker, Lori Morris, Greg Patterson, and Carly Porter

I. Welcome New Member – 9:17am official meeting start

- It is noted that there is not a quorum present (9 of the 15 members were missing at the beginning of the meeting) and no votes would be passed.
- We began by welcoming Earl Thompson, who was able to be present today, and introductions were made.
- It was noted that the bargaining unit of classified staff will be removed from the ability to serve on CSAC per their organization, hence **Earl Thompson's term will end June 30, 2020. Ron Applegate, Patrick Ammon, and Greg Patterson's service terms will also be adjusted to reflect a new end date of June 30, 2020.**

Franchesca Alford and Shelley Gravenstine arrived at 9:19am

II. Approval of Minutes

- A quorum of 8/15 members was then present, so a vote for approval of minutes was called.
- Ron Applegate motioned to approve September's minutes (with the previously documented change in percentages of workload made to employees losing benefits, per council email discussion prior), Shelley Gravenstine seconded, all agreed, and motion passed.

III. Old Business

a.) Staff Council Notes

1. Winter Leave

- Franchesca presented an idea to CSAC members that we ask for additional days to be included in Winter Break where we would not need to use personal vacation hours (12/23, 1/2, and 1/3), with an aim of saving the university money on the cost of powering the buildings and also showing the staff some appreciation for their hard work at a time when everyone is doing more than their share. When Connie presented it at the Staff Council meeting, Shari Mickey-Boggs said she will not revisit

policy and, hence, will not again address holiday leave. Franchesca reminded us that the goal was not to change the policy, but to allow for accommodations based on the changes made for the strike (denying us the ability to take sick and vacation days without going through hoops). **Franchesca will present at the next Staff Council meeting our request for a Winter Leave modification to this term.**

2. Other mentions of note

- New Org chart was established and USAC, CSAC, and LSAC (Lake Campus Staff Advisory Council) are all under the director of HR (Currently Shari Mickey Boggs).

Liberty Leon arrived at 9:26am

- Discussion of Diabetes support group for Type-2 diabetics. The College of Nursing offered UH 058 as a location to schedule for these meetings if people are honestly interested in holding them.
- The \$300 incentive for joining the Wellness Program is confirmed unusable toward a gym membership unless it is physician approved as a health necessity (due to IRS guidelines).
- Reminder that Open Enrollment begins October 30th, but the deadline to apply for the Wellness program is October 23rd.

3. Shared Governance (Staff Senate)

- **Connie Bajek will email information about our Staff Senate proposal to Earl Thompson to fill him in on the activities to date.**
- The discussion of combining USAC and CSAC into one Staff Senate was met with Board of Trustees resistance, but it is thought that it is because of the term "Senate" (due to difficulties between BOT and the Faculty Senate).
- Jen Attenweiler (chair of USAC) and Connie will meet with members of Staff Council to review the feedback from President Schrader, then they will fine-tune the proposal and disseminate it to their respective boards.
- The reason for a desire for a shared governance is to have similar influence and voice to that currently enjoyed by faculty. For example, no staff was asked to speak at the memorial for the student whose life was lost in the Dayton shooting in August, though faculty was. Another example is that the Strategic Planning initiative is held up in Faculty Senate at the moment, though it's been a collaborative effort this whole time. We aren't sure why they hold such power to be able to hold up a President's enterprise.

- There was a discussion about whether combining staff committees would be a good idea. The issue of keeping our identity as Classified Staff vs. a possibility of a stronger joint-voice for staff from working together is in question. There is questioning regarding whether joining of staff (with unclassified and classified working together) would cause administration to see us as one staff and, hence, not recognize and meet the needs of our individual constituency because our identity would be lost in the mix...especially since there are far fewer classified staff than unclassified.
- When we send reminders to classified staff about the talk-back luncheon on the 30th, we will include information about the shared governance for discussion.

4. Combination of Staff Development Day and Morale Committee

- It was decided at Staff Council that we will combine Staff Development Day and the Staff Morale Committee, allotting the money from Staff Development Day to this committee to use for mini-events. Some examples of possible uses of the funds include a Christmas dessert with the president, providing coffee at the talk-back luncheons, and a staff picnic catered by Chartwells. There are 4 people currently from USAC on the committee and Mia and Franchesca from CSAC, so we are looking to add two more members to the committee. **Sheri Penwell and Shelley Gravenstine agreed to join the Staff Development and Morale Committee** to represent classified staff.

5. Ohio State Minimum Wage article

- Carly Porter will present us with the follow up at the next meeting regarding this item from last month, as she was not in attendance today to provide an update.

b.) Committee Reports

- Liberty was able to connect with the Dining Services committee and found out their first meeting will be October 17th. Nicholas Paige is the one in charge of the committee.

IV. New Business

a.) Meeting with Dr. Jesus Trevino

- Dr. Trevino has been meeting with various groups across campus since August as part of his appointment to present to the administration/Board of Trustees regarding Diversity and Inclusion on campus.
- We reported to Dr. Trevino that staff doesn't have much power and are not well represented on campus. He said we need to be loud and present. We can push as needed. He suggested we start a campaign with action points and goals. He used the idea of a "Campaign for

Dignity,” which resonated with many here, as we’ve lost a sense of pride from having a feeling of being undervalued.

- It was mentioned that it is hard to find solutions because we feel our representation in HR doesn’t have our backs and doesn’t stand up for what we need (though there was an example mentioned about when this was done regarding issues with Chartwells from last months’ meeting, which we acknowledge).
- Franchesca suggested we do our own recognition for employees and also have an “in memorandum” recognition for those who have left/been let go. The idea was accepted with enthusiasm among the board and members shared their disappointments surrounding lack/less recognition for years of service recently and the fact that so many are now counting down to retirement because of the climate on campus. **Franchesca Alford will present the recognition/in memorandum proposal to the Staff Development and Morale Committee at their next meeting.**

Becca Webb left at 10:30am and the duties of recording meeting minutes transferred to Connie Bajek

b.) Topics for Leadership Committee Meeting

- The discussions in Leadership will be regarding new members, the Staff Development and Morale Committee formation, Staff Senate proposal, Leave Bank Policy, and possible help with Move-in Day.
- There was discussion about methods of keeping membership informed.
- There was recognition of accomplishments for WSU’s Raider 1st Impressions and Community Outreach after the tornado.

c.) Guest Speaker at next CSAC Meeting

- It is suggested that we start at the top of the Org chart in finding someone to speak at the next meeting.
- **Connie Bajek will make calls/send emails to Dr. Schrader, Dr. Edwards, and Walt Branson to see who is available to talk to CSAC next month.**

****As an after-note, the President announced her resignation after our meeting was adjourned. We realize this may change our guest speaker plans/needs****

V. Open Discussion

- There was no further discussion at the meeting.

