

# Staff Senate Committee Reports

## February 12, 2020 General Senate Meeting

### Chair Report, Ben Tucker

**Fitness Challenge:** Fitness Challenge will not happen in Spring 2020. Last year's vendor ceased operation. Previous volunteers are not able to put in the time to locate a new vendor, and HR is not currently situated to take over this program.

**Staff-Faculty Relations:** Ben Tucker and Heather Bailey have been working with Faculty Senate to improve relations between the two constituencies. Conversations so far have included discussions of creating a best practice for faculty and focus groups. There appear to be different perceptions of the relationship between staff and faculty.

**Meeting Survey:** The General Meeting Time survey was conducted. Its results are a bit ambiguous regarding times and patterns of meeting, but it's clear no one wants longer meetings.

**Trustee Committees – Nominees needed**

If the Board of Trustees changes its bylaws at their February meeting to allow for staff representation, the Staff Senate will be charged with nominating three candidates for each of the following three committees. Pres. Crawford will then select one candidate for each committee to be confirmed by the Board President.

- Academic & Student Affairs Committee
- Development & Alumni Relations Committee
- Finance & Facilities Committee

**Staff Compensation Review Committee -- Nominees needed**

While details are still being worked out, HR will conduct a wide-ranging review of staff compensation, salary grades, compensation policy, and promotion. Staff Senate will nominate candidates for this committee.

### Vice Chair Report, Sarah Johnson

Sarah has created a Robert's Rules Cheat Sheet for guests of Staff Senate meetings.

### Secretary Report, Frank McNeilly

Nothing to report.

## Treasurer Report, Heather Bailey

There is currently \$907.89 in the general fund and \$606.37 in the Rosa Beth Gibson Book Scholarship fund.

## Compensation Committee Report, Carol Odland

The committee will be meeting later this month to review our bylaws and suggest possible revisions, at the request of the E&G committee.

The BTF report will be out this month and we look forward to reading it and seeing the presentation.

## Elections and Governance Committee Report, Tina McLeod

Committee met on February 4, 2020. Meeting notes will be posted soon in the Staff Senate shared drive: <V:\Staff Senate Information\Elections & Governance Committee\Elections & Governance Committee Meetings and Agenda>

Next meeting: Monday, February 24, 2020, 10am-11am, Jones 010. Please join us.

**Vacancies** - Current total number of vacancies is 5.

The vacancies are as follows:

- 1 – North Campus (Howarth, Jones, McIntyre)
- 1 – West Campus (Harned, Library, Music, Thompson, Wyatt)
- 3 – At-Large Senators

Elections & Governance Committee focus is on recruitment for the upcoming elections.

## Human Resources Policies and Practices Committee Report, Landon Wade

**Essential personnel/campus closure:** Fred and Kenni worked to replace “essential personnel” to “key response staff” which put the on individual departments and eliminated the committee’s concern

**Paid Time Off:** Will forward to HR for review Deborah’s language with Sabrina’s edits for floating holiday/bonus day to be used as hours as opposed to day (i.e. must be used in eight hour block)

**Retired Staff benefits:** Sabrina reported on retired faculty vs retired staff benefits conversation with Kenni, emeritus faculty have more benefits (email, computer/tech access, wellness center) than retired staff and retired non-emeritus faculty, could there be an “emeritus” staff created?, concerns about number of staff who would qualify compared with return on investment of time and energy to create such a thing

**Discussion of bylaws** at Senate Exec Committee’s request

- Senators need to be more proactive on educating fellow staff on true time commitment, allay staff fears of overcommitment to senate work
- Felt 25:1 ratio of staff:senator is appropriate but converting at-large to area reps may make sense
- Make all terms 2 years with statement that first year senators will be encouraged not to be chair for learning Senate and committee work and keep six year consecutive limit
- Better job of training new senators
- If changing length of terms, need to be aware of not having everyone be new at once
- Combine committees (compensation and HR; staff recognition, special events, and public relations; elections and governance) for more members and then parse out work amongst larger groups

**Excellence in Action awards:** bylaws don’t address which committees do what, with all new members on HRPP committee, we’re wondering what, if anything, we do; Landon will contact Jason on Special Events for history/guidance

## Public Relations Committee Report, Mike Pastore

Former Associate Dean and Registrar and current volunteer in the University Archives, John Finney, will lead three campus tours focusing on the history of our University. This is a great opportunity to meet some colleagues and learn about the campus. The tours will take place on March 4<sup>th</sup>, 5<sup>th</sup>, and 11<sup>th</sup> at 3:00pm and last about an hour. There is a limit of ten participants per tour on a first come first served basis. Please email [mpastore@pugetsound.edu](mailto:mpastore@pugetsound.edu) if you would like to sign up. If anyone in facilities is reading this, can we borrow a megaphone?

The next meeting of the Sawmill will be March 1<sup>st</sup> when Men’s Baseball takes on George Fox at 12:00 PM.

## Staff Recognition Event, Jason Rotchstein

We had our first meeting of the planning committee for the Staff Recognition Event and have begun sign-ups for the décor, activity, and charity sub-committees. We will once again be supporting the Emergency Food Network by having a food drive at the event. I am also pleased to share that our colleagues in DCS have generously agreed to cater the event again. Lastly, I am continuing to schedule time with the other Staff Senate committee chairs to discuss their roles as related to the Excellence in Action awards and soliciting door prizes.