

November 18th, 2015 Staff Senate Meeting – Full Senate
Minutes by Andy Jackson

Guests in attendance: Cody Charles

Call to Order

- Approval of minutes:
 - Move
 - Second
 - Motion passed

Reports

- Chris Wallace, Senate President Report:
 - Town hall meeting was last week. We will discuss this during the end of this meeting.
 - Health benefits: 480 dropping down to 240. Do more to get points.
 - Weapons forum: December 8th, Budig Hall (big auditorium.) Either 2:30p or 3p.
 - SenEx met yesterday, talked to Nick Thomas about diversity, recruitment, and retention.
- Tim Spencer, Secretary Report:
- Paula Hinman, Treasurer Report:
 - Special allocation from HR, not from provost \$7,472, 128.92 (binders), 270 (last year's prof. dev). \$80 (brown bag). \$4493, 2500 (total \$6991)
- Dawn Shew, Legislative Affairs Committee Report:
 - Group has not met yet
- Debbie Forsyth, Professional Development Committee Report:
 - Nov 10th brown bag session
 - 30 in attendance
 - Submitted call for Prof Dev funds, deadline extend to dec 4th
 - Teaming with leadership summit group, meeting next week
- Steven Levenson, Personnel Affairs Committee Report:
 - Website for 1st 6th months of employment, not available after that.
 - Trouble finding website by search terms
 - Meeting with Ola to discuss non-reappointment notices
 - Create meeting with communications committee on EAP awareness
- Cody Case, Public Relations Committee Report:
 - Facebook group growing (around 60 folks on it)
- Andy Jackson, Elections Committee Report:
 - Resignations, need to get with HR to get numbers to determine what needs replacing.
 - Will call meeting with elections committee
- Ola Faucher, Director Human Resources Report:

New Business

Diversity Letter

- Cody & Easan
 - Cody Charles Associate director of OMA in attendance
 - Open the floor to a few minutes of discussion on this topic
 - Reading staff senate code Article II staff senate is prohibited from acting as an advocate for any employee/employer dispute
 - Others - do not feel that this is an employee/employer dispute
 - List of demands wasn't so much narrowed to racial issues, more marginalized groups and more population as a whole
 - Supporting marginalized groups is important, but don't want to stray away from the issue at hand (issues of color.)
 - Want to make sure that we aren't just ticking a box as just another organizations that has provided a statement
 - Easy to write a letter, but what does this look like, what does this mean, how does this change things
 - Have we discussed these issues with the staff population
 - Question regarding email requiring mandatory reporting from provost office
 - Chris – if you have anyone come up to and say they have been harassed, you are required to report it
 - Maybe have sexual harassment training every year
 - HR training may be unclear
 - Jami Jones – rep on climate committee, this would include issues of race, as well as many other issues – starting to meet this week
 - Task force has representations from staff, faculty and students
 - Jami is happy to be our rep, but needs everyone to participate
 - Speaking to confidentiality of our outside consultant (Sue Rankin)
 - Different methods to gather feedback, survey, email, letter, etc.
 - Motion passed to allow non-senate members (Kathy Reed and Cody Charles) to speak during the meeting.
 - Kathy Reed – received several emails regarding town hall meeting
 - We do not need to be demanding action, we need to be offering solutions
 - Student spoke to not just students of color, not even just students, that are being discriminated against
 - We need to be sure to include everyone, and not limit
 - We need to ask our own senate what can we do now
 - Cody Charles
 - I think it's important to look around this room
 - A lot of white men at the front of the room
 - Thinks we are not ready for a statement
 - Need training, help in understanding what is happening around you.

- If we are talking about what is happening right now, we are talking about students of color on this campus. Brining in other groups that are being marginalized, while does not say that it does not matter, it is derailing to the conversation at hand
- Stream was not available on the Edwards campus.
- Does not think this statement means anything
 - Like to see a list of three things we are going to do
 - Student is trying to contact Nate, but is not getting a response
- Cody Charles- Major program (*our tunnel of oppression*)
 - Important people on campus are getting filled up schedule to help well-intentioned people on campus feel good about being well intentioned
- Steve – thinks “demands are unattainable” is discouraging
- Things do change, we cannot limit ourselves
- Demands of “people should be fired” are unreasonable. We are all human. Give us a chance to learn, change, and know.
 - I can’t change if I don’t know what I am doing wrong
- I think training is something that should be done
 - Concern is that if it is not a required training people who need the training will not attend
 - Who is going to force professors to go to this training
 - There has to be some sort of consequence
 - Strive to first recognize someone as a human being
- Mandatory training seen as a cover our butt move to prevent from being sued
 - It is not up to members of marginalized communities to seek us out and educate us
 - There are very many opportunities to self-educate
 - It’s not anyone’s job to correct us, we tend to turn to members of marginalized communities
 - We have to be proactive
- What is the punishment for breaking the senate code
 - Could lose appointment as a senator
- Unsure that request for a response is actually from the provost office, and not
- Kathy Reed – what is your suggestion on our next step (directed at Cody)
 - I think we need to do some training
 - There are a lot of emotions in this space
 - What you are feeling is real, we all make mistakes
 - Can you imagine what people who feel this all the time feel like?
 - If you are doing things wrong, it doesn’t actually mean you’re a bad person.
 - Determination should be helpful vs unhelpful
 - Suggestion: do training if you actually want to be helpful
 - Our letter doesn’t accurately
- What is you suggest? Jami jones
 - Her ideas:

- Training OMA is fantastic resource, under heavy demand
 - Consider univ investment, or senate investment, to provide training from an outside source
 - Change professional dev funding into training that aligns with what we are talking about
 - A lot of talk of concealed carry
 - A lot of people don't understand, how can we help inform everyone?
 - How can we be supportive for change?
- It's really important that staff does some training
 - Really helpful to know we are imperfect, this is a personal journey. Not something that can be gotten to all at the same time
- Susan
 - Question training when it is not in their heart
 - Born and raised in Lawrence
 - Training is fine, but if it's not in their heart how can you change them?
 - This is something that is sweeping the country, anger
 - You can send someone to classes, but you can't make someone change if it isn't in their heart
- We need to share more. We need to share stories
- Cody – you know deep inside this is happening. You're making a choice to see the sunnyside
 - You don't know the energy it takes..
 - There are some people who don't want to change their hearts
- Chair of prof dev – would be all for giving money to
- Charge prof dev committee to research this to see what we can do
- Cody is willing to come do training
- Going to try and find time
- Table the letter
 - Motioned and seconded
- University Senate Openings
 - Anna Paradeise volunteered

Minutes revised 12/16 by Tim Spencer