

Meeting Minutes for August 11, 2021

Welcome

- Land acknowledgement
- Introduce new SUSC members
- Group Norms
- Check-in

University Update: Shane Martin, Provost

- Who is our president, and what is he thinking? Been on campus for six weeks. Initial impressions
- Recent Provost Office appointments
 - Perceived disconnect between *LIFTSU* goals and recent announcements
 - Not just increase BIPOC numbers on campus, but an examination of our climate and environment
 - Three faculty position announcements appeared to be new positions, but two were re-classifications from School of New and Continuing Studies. The third did not involve an open search, but a one-year appointment as vice-Provost
- Ombuds role – initially supported faculty only but expanded to also support staff (fulltime position approved). Reports to Natasha Martin
 - Working group in formation
- Presidential inauguration plans – first in 24 years – Mass on Sept 23 and Inauguration on Sept 24
 - Ceremony and ritual important – however President Peñalver has been President since July 1
- Flex Work Program – pilot program
- FQ Enrollment– budgeted for 975 first time enrollment, and current deposits for 1041 and 400 transfers
- Safety measures – situation emerging and in flux – masks mandated until Sept 6 and see how to adjust for fall
 - Ordered portable HVAC units for some spaces
- Vaccination protocols are being developed to track vaccination requirements (or exemptions), especially for students. Safe Start app will likely continue. HIPPA issues in asking for vaccination status

Leadership Team Updates

- Focus group opportunity to address Staff/Faculty relations issues- 8-10 staff openings for focus group – let Kit know if interested
- Staff Council President on Provost Council moving forward – Kit accepted invitation
- Special Election for Structural Non-Exempt seat – one vacancy
- Email report: In July, messages around non-masked Cabinet – Michelle Clements followed-up
- Equity around flex policies

SUSC Committees

- Report back from committees on self-evaluations
 1. Is the charge still relevant?
 2. Need more members? Do you need a specific skill/talent within the group?
 3. Anticipated commitment for new members
- Existing committees:
 1. Nominations, Bylaws, Elections – special election now and Spring elections
 2. Comm-Comm – routine minutes and agendas – situational messages – quarterly updates
 3. Recognition & Appreciation – 3 new staff awards created – database of recognitions across campus
 4. Professional Development – work with Center for Faculty Development for Staff version
 - a. President - Strategic Directions Plan to include staff development
 5. Inclusion and Community – affinity group listservs – DEI trainings – developed padlet, Staff Development area
 6. Review, Benefits, Compensation – flex schedules work with HR – performance evaluations – retirement contributions – continue to work with HR
- Possible additional committees:
 - Committee on Committees (managing outside requests for SUSC or staff participation, keeping track of existing committees & membership) – vet invitations to SC to be on university committees
 - Staff/Faculty interactions – where are the pain points? Bridging gaps
 - Student Focused/Student Experience – retention issues – how are student workers treated?
- All SUSC members are expected to participate in at least one committee in addition to general Council work
- AY22 committees are asked to start their year's work by September.

Wrap up – note any items to carry forward

- How to hold staff that are feeling burnout & anxiety
- OSHA guidelines for staff expression
- Develop university forums as official channel for expression
- Develop carpool virtual message board – September meeting
- Wellspring and Cariloop counseling resources
- Kit will schedule an August social time
- Two meetings a month? One for speakers and one for council business