

Meeting Minutes for July 8, 2020

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Introduction /Group Norms

Warm welcome to SUSC members and visitors.

Visitors are welcome to the open session and will be in an observational capacity.

Leadership Team Update

- Administrative Support for SUSC: Eddie Salazar will be providing meeting support
- Budget Approval for FY21: Michelle Clements has identified a budget for Staff Council
- Bi-weekly LT meetings with Michelle Clements/Mary Dawson moving forward
- LT Quarterly meeting with Pres. Sundborg & Michelle Clements: July 16
- Cabinet Presentation/Update – July 21
- Board of Trustees Committees – Staff Representatives nominated to seven committees
 - Open to all staff, not just staff council
 - Campus invitation will be in early August
- Email Update (Katie)
 - Overview of email messages received.
 - Many related to concerns around re-opening

Cabinet Update: Michelle Clements

- Cabinet task force meets twice a day six days a week looking at every aspect of campus return
 - We are now in new budget year. Driven by enrollment: 875 confirmed first time in college, 110 below forecast.
 - Strategic planning process ongoing.
 - Deep focused dialogue around race issues, moving to action
 - Care for faculty and staff.
- Fr. Steve and Shane have been working with state government along with other higher ed leaders
- Facilities group has blueprinted every part of campus for capacity and spacing and are testing building airflow
 - Plexiglas in classrooms for teachers and reception areas as well as hand sanitizing stations
 - Bathrooms remain a challenge across campus.
- Messaging all leaders to help with survey of their areas
 - Return to work safety guide to be distributed
 - Guidance to campus leaders for planning in their areas to provide flexibility re: work schedule

- “De-densify” spaces by planning flexible schedules and work from home options, commuting
- Work force plans to be submitted to Michelle Clements to oversee the whole
- Cultural norms to change in every way.
- Emergency meetings are happening regarding whether or not we should re-open in fall
 - Concern with positive COVID cases at UW fraternity houses
- Reentry plan for furloughed staff (11 furloughed returned early), the remainder return on Aug 3
- For those continuing working at home, assessment of possible ergonomic needs
- New staff award categories well-received

Council Q&A to Michelle Clements and Mary Dawson

AcA Update: Angie Jenkins

- Financial ramification re: enrollment
- Entering deficit of \$10 million = Res life \$7 million and food \$3 million
- Unclear if Commencement can still happen in October
- Natasha Martin and Alvin Sturdivant met with Black Student Union
- Professional development for faculty and staff
- AcA has been meeting monthly instead of bi-weekly

Committee Updates

- **Nominations** (Leann Wagele)
 - Nominations for staff council elections will happen in August
 - Board of Trustee Committees – will solicit nominations in August, as well
- **Communications** (Rosie Sabaric)
 - Analytic log looking at site traffic
- **Recognition and Appreciation** (Kit Morse)
 - Kudos for Colleagues has 60 postings

Affirming Black Lives Discussion

Inclusion & Community Committee – Chair, Matt Burton

- Affirming Black Lives – Tangible Actions
- Introduction of ideas presented (Matt Burton shared comprehensive document)
- Open discussion
 - Trainings? Campus resources?
 - Recruiting a more diverse staff council?
 - Survey areas on campus to explore existing resources
 - How to change culture

- Partnering HR & Office of Diversity and Inclusion and many others
- Next steps?

Title IX Update

Andrea Herrera Katahira, Assistant Vice President for Institutional Equity,
Chief EEO Officer, Title IX Coordinator, ADA/504 Coordinator

New title IX rule takes effect August 14 (Lawsuits may cause injunction) Biden vows rescinding new rule

- Limits what falls under title IX
- Must happen on campus or campus event, otherwise dismissed
- Sexual harassment must be severe (higher standard)
- Narrows to complainants and respondents to “current” parties
- Live hearings must include cross examination
- University must provide legal representation if requested

Proposal - Meeting twice in August with shorter meetings, and move September meeting later in the month due to Sept. 9 opening

Leadership Team will send out Doodle poll with date options

Adjourn