

Stephen F. Austin State University
Staff Council Meeting Notes
Monday, September 19, 2022
9:30 a.m. – 10:27 a.m.
McGee Business Building (Room 133) and Zoom

Attendees:

Attending Representatives	<input checked="" type="checkbox"/> Chair: Alison Reed <input checked="" type="checkbox"/> Chair-Elect: Grace Romero <input checked="" type="checkbox"/> Parliamentarian: Lissy Turner <input checked="" type="checkbox"/> Treasurer: Travis Killen <input checked="" type="checkbox"/> Secretary - Meredith Baily <input checked="" type="checkbox"/> Gina Ajero <input checked="" type="checkbox"/> Courtney Beavers <input checked="" type="checkbox"/> Veronica Beavers <input checked="" type="checkbox"/> Brittany Beck <input checked="" type="checkbox"/> Sharon Brewer <input checked="" type="checkbox"/> Brandi Bryant <input checked="" type="checkbox"/> Choya Coleman <input checked="" type="checkbox"/> Surry Consford <input checked="" type="checkbox"/> Jennifer Crenshaw <input checked="" type="checkbox"/> Sabrina Delaney <input checked="" type="checkbox"/> Rebecca Galatas <input checked="" type="checkbox"/> Angela Harless <input checked="" type="checkbox"/> Emily Keller <input checked="" type="checkbox"/> Agatha Moreland <input checked="" type="checkbox"/> Jordan Riley <input checked="" type="checkbox"/> Ashley Ward <input checked="" type="checkbox"/> Ken Morton <input checked="" type="checkbox"/> Amanda Kennedy <input checked="" type="checkbox"/> Richard Stobart <input checked="" type="checkbox"/> Brandon Stringfield
Not Present	<input type="checkbox"/> Veronica Herrera

Meeting Minutes

Topic	Minutes
I. Call to Order	Time: 9:30 a.m.
II. Roll Call	Secretary Baily called roll. Individuals noted above were in attendance. Kendralyn Brown-Woordrow served as proxy for Veronica Herrera
VIII. New Business	a. Bylaws Amendments <ul style="list-style-type: none"> Parliamentarian Turner removed 16 instances of gendered pronouns – these did not impact the major structure of the document. <ul style="list-style-type: none"> Motion to approve by Rep. Beck 2nd Rep. Crenshaw Approved with no oppositions or abstentions b. Committee updates <ul style="list-style-type: none"> Proposal for standing Bylaws Committee <ul style="list-style-type: none"> Motion to approve Rep. Galatas 2nd Rep. Ward Approved with no oppositions or abstentions Proposal for standing Staff Recognition Committee <ul style="list-style-type: none"> Meeting with Human Resources - discussed Staff Council taking over staff recognition initiatives, including President's Award. Chair Reed and Chair-Elect Grace Romero met with Dr. Westbrook to request President's Award allotment increases: (from \$500 to \$750 per recipient) and the number of recipients (from 4 to 8 per year). Increases intended to align more closely with the faculty award equivalent -Teaching Excellence. Discussion:

	<ul style="list-style-type: none"> ▪ Representative Crenshaw: thrilled that this recognition is in place and believes this should be included in staff council and a standing committee is necessary. Noted we do not want this to take away from the focus of a raise in staff salaries. ▪ Chair Reed: This is not meant to take away from staff compensation conversations which are still ongoing. ○ Motion to approve Rep. Crenshaw ○ 2nd Rep. Consford ○ Approved with no oppositions or abstentions <p>c. University system affiliation feedback</p> <ul style="list-style-type: none"> • Goal is to solidify the questions that will be sent to each university system for response. Chair recognizes the executive committee for their efforts in filtering and sorting the considerable amount of staff feedback. • Chair recognizes the opportunity for feedback from Dr. Westbrook and the Board of Regents as a demonstration of Shared Governance. • Dr. Westbrook acknowledged that this is a fast turnaround and request. The expectation is for this to be a one-page document. We need to be mindful around our expectations of the feedback we will receive. Overly detailed questions are not expected to be answered but questions more to the heart of staff concerns are. • Review of the proposed questions. Chair Reed read each question to the group. <ul style="list-style-type: none"> ○ Employee Benefits: <ul style="list-style-type: none"> ▪ Rep. Crenshaw – Seeing some things lumped together. Encouraged to separate salary as it is one of the most important topics consistently. Noted that there are other things speaking to Human Resource items, but salary is a constant topic. ▪ Rep. Riley – questioned lumping leave accrual with salary rather than benefits. Concerns regarding employee transfers from other institutions losing those accruals. ▪ Rep. Morton – noted that SFA is one of the only schools that gets comp time. Requested highlighting this as well as administrative leave. ○ Organizational Structure: <ul style="list-style-type: none"> ▪ Rep. Crenshaw – Request to ask about clerical pools. Will everyone be required to work in a large group? Noted that this may be tied to questions that discuss management changes and alignment with the affiliated school and their structure. ▪ Rep. Courtney Beavers – I did not get the reduction of force question from what is being presented. Recommend asking if there would be a planned reduction of force – specifically pull this out. ▪ Rep. Morton – Noted specifically listing the outsourcing question. That needs to be pulled out. ▪ Proxy for Rep. Herrera – outsourcing is a big question in the custodial area because it affects all of us and we hear about outsourcing often. This is a pertinent question that needs to be answered. ▪ Rep. Harless – for Grounds, the question of outsourcing is a big one as well. Especially if joining the A&M system.
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- Rep. Ward – regarding salary, because it has already been listed on two different questions, is it important enough to where it could stand alone?
- Diversity & Inclusion question
 - Rep. Morton – questioned whether this question is needed, as many systems are likely more progressive than ours.
 - Rep. C. Beavers – noted adding how SFA could improve ours to be better aligned with the system.
 - Rep. V. Beavers – support for keeping this question. Noted that there are systems that have not fully developed these initiatives.
- Identity question
 - Rep. Bryant – Would like to add a question regarding changes to our visual IP. Athletics has done a lot of rebranding. We have a lot of brand investment.
 - Proxy Rep. Herrera – We need to ask if there is a timeline for transitioning to new colors, etc.
 - Rep. Ward – Nacogdoches city and county has an identity wrapped around SFA and it would be worth noting this would be a concern for the entire region.
 - Rep. C. Beavers – agrees that SFA is an important part of this community and this needs to be noted.
- Capital Campaign question
 - Proxy for V. Herrera: Does this include fundraising efforts from Alumni?
- Database question
 - Rep. Beck – asked to remove “academic” databases from this question – as this is not inclusive of all staff databases.
- General Discussion:
 - Rep. Bryant – add a question: Would SFA be allowed to remain a Division One member of the Western Athletic Conference?
 - Rep. Jordan – has anyone talked with schools who joined a system and discussed these questions with them?
 - Chair Reed – yes, we did a presentation on this through the Worklife Committee last year and can share this with our representatives again.
 - Rep. Ward - noted that a recording of this presentation is available for the February 28 meeting on the Staff Council website.
 - Rep. Bryant – add a question: What would affiliation do to help with recruitment and retention?
 - Rep. Delaney – which question fits into whether a Staff Council body will exist or not?
 - Chair Reed – we did not narrow to that scope.
 - Rep. Bryant – we could be more specific about the groups that stand out from the structure question.
 - Rep. Morton – it would benefit us to ask the systems what they gain from taking on SFA.

	<ul style="list-style-type: none"> ▪ Rep. C. Beavers – question about the capital campaign, is this asking whether the funds will remain in local banks? This would impact our community lending. ▪ Rep. Beck – regarding traditionally underserved, should we add students to that? ▪ Rep. V. Beavers – Agreed to include students. ▪ Rep. Delaney – regarding the holiday schedule question – could we also add the academic calendar, as this ties to so many departmental procedures. ▪ Rep. Crenshaw – add a scholarship deadlines component to the calendar question. This impacts deadlines. ▪ Rep. Morton – if you put sub-items under the big question, they can address each one. ▪ Rep. Bryant – Add a question: In the event of a campus emergency what resources and response would come from the system? ▪ Rep. Coleman – Will the President provide all our questions to the systems, or will the list be edited? <ul style="list-style-type: none"> • Chair – our understanding is that Dr. Westbrook will provide all the questions, as written. • Parliamentarian: clarified that staff questions as well as all representative group questions will be sent. ▪ Rep. Riley – clarifying question: Who are the systems interested in us and how serious are they? <ul style="list-style-type: none"> • Chair listed the four systems and noted that SFA is in formal discussion with each regarding affiliation. ▪ Rep. Consford – supports seeing additional line items for individual response on multipart questions. <p>d. Reminders</p> <ul style="list-style-type: none"> • Kickoff workshop – shared date/time, more details coming via email. • Request for a time change – Considering moving Staff Council meetings to 10 a.m. <ul style="list-style-type: none"> ○ Rep. Riley – PPD employees break from 9:30 to 10. 10 should not be a problem. ○ Rep. Bryant – it would be very beneficial for my schedule. ○ Chair asked if there were any issues. <ul style="list-style-type: none"> ▪ None shared. ○ Chair confirmed moving meetings to 10 a.m. for FY23 • Committees – representatives will receive an email soon regarding committee preferences.
IX. Adjournment	<p>Adjourn Time: 10:27 a.m.</p> <p>Motion to adjourn by Rep. Beck</p> <p>2nd Rep. Riley</p> <p>Approved with no oppositions or abstentions</p>