

Stephen F. Austin State University
Staff Council Meeting Notes
Monday, July 10, 2023
10:00 a.m. – 10:42 a.m.
McGee Business Building (Room 133) and Zoom

Attendees:

Attending Representatives	<input checked="" type="checkbox"/> Chair: Grace Romero <input checked="" type="checkbox"/> Parliamentarian: Lissy Turner <input checked="" type="checkbox"/> Secretary - Meredith Baily <input checked="" type="checkbox"/> Gina Ajero <input checked="" type="checkbox"/> Veronica Beavers <input checked="" type="checkbox"/> Brittany Beck <input checked="" type="checkbox"/> Sharon Brewer <input checked="" type="checkbox"/> Choya Coleman <input checked="" type="checkbox"/> Surry Consford <input checked="" type="checkbox"/> Jennifer Crenshaw <input checked="" type="checkbox"/> Ryan Dietrich <input checked="" type="checkbox"/> Rebecca Galatas <input checked="" type="checkbox"/> Angela Harless <input checked="" type="checkbox"/> Veronica Herrera <input checked="" type="checkbox"/> Emily Keller <input checked="" type="checkbox"/> Jordan Riley <input checked="" type="checkbox"/> Ken Morton <input checked="" type="checkbox"/> Nadia Sifuentes
Not Present	<input type="checkbox"/> Treasurer: Travis Killen <input type="checkbox"/> Carrie Baker <input type="checkbox"/> Sabrina Delaney <input type="checkbox"/> Agatha Moreland <input type="checkbox"/> Amanda Kennedy <input type="checkbox"/> Ashley Schmidt <input type="checkbox"/> Brandon Stringfield

Meeting Minutes

Topic	Minutes
I. Call to Order	Time: 10:00 a.m.
II. Roll Call	Secretary Baily called roll. Individuals noted above were in attendance. Crystal Deckard served as proxy for Amanda Kennedy Steve Laurent served as proxy for Brandon Stringfield Andrew Roybal-Cano served as proxy for Sabrina Delaney
III. Presentations	a. Dr. Michara Delaney-Fields (Chief Diversity Officer) Topic: Updates on SB17 - Creighton - Relating to public higher education reform; authorizing administrative penalties. <ul style="list-style-type: none"> • Core Provisions: The Board of Regents shall ensure each academic and administrative unit of the institutions of higher education overseen by the board: <ul style="list-style-type: none"> ○ Shall not establish or maintain a DEI office, division, unit or other role; ○ Shall not hire or assign an employee or contract with a third party to perform the duties of a DEI office; ○ Shall not require, induce, solicit or provide preferential consideration to any applicant, employee, student, contractor, or other individual to provide a diversity, equity, and inclusion statement; ○ Shall not grant preference on the basis of race, sex, color, ethnicity, or national origin to an applicant for employment, a candidate for promotion, a candidate for tenure, or a participant in any function by the institution; ○ Shall not require or make mandatory diversity, equity, and inclusion training; ○ The bill would not limit or prohibit an institution of higher education or an employee of an institution of higher education from, for purposes of applying for a grant or complying with the terms of accreditation by an accrediting agency, submitting to the grantor or acceding agency a statement that: 1) highlights the institution's work in supporting first generation students, low income students, or underserved student populations, or 2) certifies compliance with state and federal antidiscrimination laws.

- **Bill exemptions:**
 - Academic course instruction;
 - Scholarly research;
 - Activities of registered student organizations;
 - Guest speakers and performers;
 - Programs to enhance academic achievement that are designed and implemented without regard to race, color, sex, or ethnicity;
 - Data collection; or
 - Student recruitment and the student admissions process

- **Enforcement:**
 - The bill would also require an institution to adopt policies and procedures for appropriately disciplining, including termination, an employee or contractor of the institution who violated the provisions of the bill and would also require an institution to submit to the legislature and the THECB a report certifying that such policies and procedures have been adopted before it may spend appropriated funds;
 - Statutorily required in hearing before Senate Committee on Education to discuss implementation;
 - The state auditor shall conduct a compliance audit of each institution of higher education to determine once every four years. If the audit shows a violation, there is a 180-day cure period;
 - Failure to cure will result loss of formula funding increases and exceptional items in subsequent biennium;
 - Cause of action permitted for violation of required training prohibition.

- **Study:**
 - THECB, in coordination with the institutions of higher education, shall study each biennium to evaluate the impact of SB 17.

- **Items of Note**
 - Still must satisfy state and federal requirements
 - Does not interfere with any course that exists now
 - Institution will have to go through an audit and make sure any of these things did not occur within the timeframe. Takes effect in January 2024
 - This is our time to assess the programs we have.
 - Title IX, Disability Services, Veterans Affairs – these are required in federal and state meaning they will likely remain the same.
 - Multicultural Affairs will have to change significantly
 - Working with an advisory group to determine what stops or continues (example screenshot).
 - Some items will need to be rebranded where other programs will have to stop entirely.
 - There are still several items in review and uncertain at this time that are being worked on to get clarity.

Assessment of DEI SB 17 Main Table + Invite / 4

New Program Search Person Filter Sort Hide

OMA Programming

Program	Owner	Due Date	Status	Priority	Notes	Timeline	Last
Brother 2 Brother Mentor ...	MR VB	Jul 16	STOP	High		Jul 16 - 26	MR
Lumberjack Cultural Assoc...	MR VB	Jul 16	UNSURE/CLARL...	High		Jul 16 - 26	MR
Diversity Week- LCA	MR VB	Jul 16	UNSURE/CLARL...	High		Jul 16 - 26	MR
Tunnel of Oppression	MR VB	Jul 16	UNSURE/CLARL...	High		Jul 16 - 26	MR
Brave Space Series	MR VB	Jul 16	UNSURE/CLARL...	High		Jul 16 - 26	MR
Allied Space	MR VB	Jul 16	UNSURE/CLARL...	High		Jul 16 - 26	MR
National Coming Out Day	MR VB	Jul 16	UNSURE/CLARL...	High		Jul 16 - 26	MR
MLK Day of Service	MR VB		CONTINUE	High		Help	MR

Questions

- Representative Morton – How is this working with all of the other governing bodies like SACSCOC that are telling us to have these statements and will Campus Recreation for example need to adjust its diversity statement?
 - i. If part of an accreditation is just a matter of wordsmithing.
- Representative Crenshaw – any word from the student body on the legislation?
 - i. They aren't here for the summer, but we are working with our students on this topic on their return.
 - ii. Plan on having purple tabletops for the Q&A so we can get ahead of it.
 - iii. Want to make sure we are clearly communicating.
- Representative Coleman – for some programs of benefit to the student is there something like a rebranding that could happen to keep the programs rather than ending them entirely?
 - i. We have to be in compliance so it cannot do with specifically race, gender, sex, national origin etc. If it is something that we can rebrand then we will so we can still provide those services.
- Representative Morton – A lot of these things affecting our students fall under well-being and therefore those may fall under that umbrella.
 - i. Yes, that is the rebranding. You still provide the services, but you must be cautious around how they are provided without targeting one particular group in the branding but still providing those direct needed services.
- Parliamentarian Turner – your federal level protections still stay in place. Title IX is unchanged and will continue to move forward. Support Title IX provides will move forward. Mandatory reporting is still in place and is untouched.
- Representative Beavers note: working on ways to close out the faculty and staff training that exists on diversity now.

IV. Meeting Minutes

- Motion by Representative Beck
- Seconded by Representative Dietrich
- Approved with no abstentions

V. Officer Reports

- a. Chair – Grace Romero
 - Honored to serve as chair.
 - Thanks to ITS for their service and service attitude during these challenges.
 - Bear with us during this transition and learning curve.

	<ul style="list-style-type: none"> • No updates on the presidential search so far. Hoping to have further information soon for the next meeting in August. • I reached out to HR and asked if they could come in as a guest to our next meeting. Benefits Fair will be from August 22nd - 24th at Campus Recreation. • Enrollment period changed with transition to UTS benefits. <p>b. Secretary – Meredith Baily</p> <ul style="list-style-type: none"> • Nothing to report. <p>c. Treasurer – Grace Romero reporting for Travis Killen</p> <ul style="list-style-type: none"> • Purchases made – Foldable wagon, appreciation tokens for rolling off representatives and officers, a tablecloth for tabling and ballot boxes. • Have a remaining balance will be discussing in old business. <p>d. Parliamentarian – Lissy Turner</p> <ul style="list-style-type: none"> • Preparing this role for the transition, developing procedures to aid the next person in transition.
VI. Committee Reports	<p>a. Executive Committee</p> <ul style="list-style-type: none"> • Met June 29th to set the agenda for today. <p>b. Nominations & Elections Committee</p> <ul style="list-style-type: none"> • Strong showing among staff for the upcoming elections. • We received the list of eligible employees and that list is being double checked • Each will be sent an email to (1) decide if they accept and (2) inform their supervisor. There is a link to accept that nomination. • If the supervisor wants to decline the employee nomination, they have to contest it directly with the director of HR with an exceptional reason. • Voting will occur in July in mySFA and newly nominated members are invited to visit in the August meeting but don't officially take the seat until September. • Election to committees is occurring in the August meeting. You can nominate yourself or any current service staff council representative. Chair Elect, Treasurer, Secretary, Parliamentarian. If unable to vote in person let the Secretary know so they can be included in the online voting option. • Anybody who is currently in service can get nominated and voted in as an officer. If someone is voted in the officer seat but is not an active representative in the new term they cannot vote. <p>c. Communications Committee</p> <ul style="list-style-type: none"> • No updates <p>d. Worklife Committee</p> <ul style="list-style-type: none"> • Still finalizing translation committee <p>e. Staff Recognition Committee</p> <ul style="list-style-type: none"> • Pins are ordered but don't have a delivery timeline <p>f. Bylaws Committee</p> <ul style="list-style-type: none"> • No updates
VII. Unfinished Business	<p>a. Council funds and initiatives update</p> <ul style="list-style-type: none"> • Giveaways for events as an option. Encouraged others to provide ideas.
IX. Adjournment	<p>Adjourn Time: 10:42 a.m.</p> <ul style="list-style-type: none"> • Motion by Representative Beck

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| | <ul style="list-style-type: none">• Seconded by Representative Morton• Approved with no abstentions |
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