

STAFF COUNCIL GENERAL MEETING MINUTES NOVEMBER 2021

FRIDAY, NOVEMBER 19, 2021 VIA ZOOM

Meeting called to order at 8:35 a.m. by Chair Alessandro Russo

Approval of November 2021 Staff Council General Meeting Agenda

-Motion to approve: Ann K.

-Second: Nicole T.

-All approve

Approval of October 2021 Staff Council General Meeting Minutes

- Motion to approve: Nicole T.

-Second: Ann K.

-All approve

Chair's Report (Alessandro Russo):

-Welcome new Staff Council member! - Jennifer Lares (ATS)

-Tongva land acknowledgement now included in our meetings

-California Faculty Association (CFA) – There's a need for a task-force for faculty & staff basic needs

-Have been invited to discuss "what-if" scenarios for the spring 2022 semester in relation to planning repopulation & COVID-19

-The spring staff schedule is still being worked on with administration including telecommuting

-Our next meeting will be hyflex and will take place in a large room on campus

-There will be a cart parade following that

Vice Chair's Report (Ann Kinsey):

-No report.

Secretary's Report (Joseph Phillips):

-No report.

Treasurer's Report (Nicole Torres):

-LBCMP = \$253.36 + LB49R \$1,908.23

-Current total balance = \$2,161.59

Representatives at Large Report (Kim Glick & Kristin Bonetati):

-Working to increase our Staff Council membership

9:00 a.m. Time Certain: CSULB President Jane Conoley

-I have a new Chief of Staff - Christopher C. Fowler - who is very familiar with the CSU system, previously serving in the CSU Chancellor's Office

-Thank you staff members who have verified their vaccination

-We have cut the ribbon on the Hillside Gateway for Student Residential Life—check it out when you can

-First in-person Dance performance on-campus for a long time—all with masks on

-Moot Court has been very successful. One of the teams has won 3 regional championships for the 1st time in the USA. We have a winning team

Q: What are your thoughts on telecommuting?

A: I've been reviewing both sides of the matter, and I think it is important to be flexible. We will look at the data when making decisions.

9:15 a.m. Time Certain: CSULB Provost Karyn Scissum Gunn

-Reimagining the way that we work has been helpful for all of us. The ability to take some select days to save time on the road and get into workload has really helped with productivity. So much of what we communicate happens digitally anyways, I am in favor of having flexibility so that we aren't stuck on freeways, etc.

-Telecommuting also has an equity impact (conversation looped back) – some of us are more able to drive to campus, but some of us have to navigate taking care of family which make it more difficult to show up in the same way—I think telecommuting is a real way that would benefit our staff

-Much of our workload in Academic Affairs has to do with our staff. We are thinking about ways that we evaluate staff in Academic Affairs, in particularly with equity matters. One interesting idea that has come about is to have Staff Equity Advocates as we engage in the hiring process—so far getting good ideas that this is a good addition to the screening/hiring process

-How can we examine data to look for trends that may illuminate inequities about retention and hiring? Hoping for a more transparent practice for collecting data about salary trends, retention, etc. so that the campus at large understands the practices and abilities and expressions about the Beach that our staff can explain/demonstrate

Q: Are there any follow-up actions about Beach 2030 or plan to follow through on things such as HEERF funding towards supporting staff?

A: VP Scott Apel could answer HEERF questions. Beach 2030 is a vehicle to move forward in areas that may have entrenched concerns—there has been funding already assigned for individuals to work on committees to bring in resources and pursue the answers to the questions asked in relation to Beach 2030.

-Nancy: Reimagining Staff emphasis of Beach 2030 – it may be important to get Jeff Klaus and others involved to see how they are approaching their issues. Staff HR has been intimately involved in repopulation and attestation, and there are not enough resources to manage the health of the campus. We need support in getting additional resources so that we can make a strong effort to dig into these issues and we want to do it right.

-We are also facing consequences of the “Great Resignation”, and we are losing the bandwidth we need to continue operationally—will need support and resources

Q: HEERF Funding – We see that it’s all spent for students/faculty, and we’re wondering when or if any will go towards staff.

A: I’m not the HEERF expert. These are federal dollars for students to continue studies. Money for faculty was to continue teaching under pandemic-conditions. Scott Apel may be able to give more insight on HEERF dollars.

Q: Some staff help students directly as well. Some faculty got stipends to attend workshops or related-matters pertaining to helping students and staff did not.

A: The money was about the training and act as an incentive so that faculty members will go through the professional development—during the summer and when faculty off-contract.

Stipend could have been campus decision so that faculty undergo the professional development.

Q: I know you mentioned Equity issues. There is continued work in Student Affairs on Equity & Inclusion, and we found that we have many groups doing diverse work, but we don't have a table where we can share our work and go over best practices. I just wanted to know your thoughts on if there is anything you can do to bring us all together to share resources, best practices, etc.

A: The Equity and Change Commission has decided to do an inventory of Equity, Diversity, Inclusion (EDI) activities that may be going on across the divisions. We have identified 34 activities based on EDI work. We want to know how we can be an inclusive campus for all, and how to increase our diversity –of thought, being, etc. How do we understand all these activities? Do we do a seminar, symposium? We want to know how these groups can cross-talk and how we can work together

Special Order - Campus Repopulation: Nancy Torres: (context: took place after Exec reports per the first point mentioned)

- This is the first time I've heard about conversations regarding the possibility of Faculty Center possibly including Staff

- Telecommuting still a big topic, Neil Iacono will be driving Beach 2030 tenets including this matter. Your managers are still making decisions on this in the meantime

- Hearing that we may be repopulating to 70-80% with our students. Discussions will be had at the department level in relation to staffing levels

Neil H. – Academic Senate has not taken a stance on the Faculty Center (not something we are spearheading at this time. Wanted to clarify it was a point brought up by Deborah Hamm as something that should be under consideration.

Q: What are the basic tenets of the telecommuting plan? What will this be like?

A: Current temporary telecommuting policy is good for the rest of the pandemic. We want to weigh all factors on whether to go with systemwide or CSULB-specific plan. First, I would suggest that we take input before making policy.

Ways and Means Committee Report Nicole Torres:

- See's Candies Fundraiser – order by December 3rd <https://tinyurl.com/z7b6ra4k>

- 20% of every purchase goes toward Staff Council

Staff Development Committee Report Susan Tsuji:

-No report

Bylaws and Policies Committee Report Charleen Rice:

-No report

Academic Senate Report Neil Hultgren:

-Senate has made progress on policies we have been examining. Policy on grades just moved forward—waiting to move forward policy on withdrawals

-There are currently many searches going on including for the Dean of CPaCE

-Academic Senate Retreat – We are having the Senate Retreat on March 17, 2022.

Retreat is open to entire university community – focus on mental health and wellness.

Will be held at the Japanese Garden this year (outside)

Nominating Committee Report Ann Kinsey:

-CPaCE Dean Search Committee (1x staff needed)

-Nominations: Nora Momoli

-1st Sharon O.; 2nd Ann K.

-Votes – Unanimously in favor

Special Events Committee Report Christina Salvador/Kristin Bonetati:

-Cherishing the Children Annual Event

-24th Annual Bob Rodgers Cherishing Children Toy Drive

-Drop off a toy at a collection box on campus for infants to age 12

*Donate a \$25 gift card from Target or Walmart for Foster Teens

-Bring new unwrapped toys to collection boxes throughout the campus by or before Wednesday, December 8, 2021 (Last pick up = December 10th)

-For more information contact Kristin.Bonetati@csulb.edu and/or Christina.Salvador@csulb.edu

-Gift card can be dropped off at the Bookstore or sent to 49er Shops Bookstore, 6049 E. 7th street, Long Beach, CA 90840 Attn: Kristin Bonetati

Announcements

-Alumni, Faculty, & Staff Virtual Holiday Shopping Event - November 19-29, 2021

-Join us as we kick off the holidays with an exclusive virtual shopping event for Alumni, Faculty and Staff. We are extending our traditional one day event to a week-long celebration of online discounts!

-www.csulb.edu/afsn

-Again, next Staff Council meeting is December 10th –make sure to do the COVID-19 check before coming, we will check for green checkmarks

Adjournment 10:01 a.m. – 1st Alessandro R.; 2nd Nicole T.

Minutes Recorded by:

Joseph Phillips, Staff Council Secretary 2021/22