I. **Call to Order** by Latterell at 9:31

II. **Attendance Report** by Amanda Reil – 41 present, 5 absent, 1 excused. 63 total attendees counting guests.

III. **Consent Agenda** – (https://www.ndsu.edu/policy/senate_coordinating_council/)
   A. **Policy 515**
   B. Motion to approve the consent agenda by Leach/Young. Motion Passed.

IV. **Approval of Meeting Agenda** – Agenda adopted as written.

V. **Campus Kudos** – Dan Nygard - Terri Porter, Anne Johnson, Kirsten Boettcher, Janet Sundquist, Jeffrey Kittilson, Michele Sherman, Naomi Marks, Melissa Lamp, Patty Dirk, and Milka Singha were all awarded kudos.

VI. **Speaker Heather Keeler** – Land acknowledgements and Native culture integration on campus were discussed in the presentation. There are 574 federally recognized tribes and 23 tribes in the tri state area. 1% of US population is Indigenous. A year ago President Bresciani initiated a taskforce to develop a land acknowledgement and educational opportunities surrounding it for NDSU.

The acknowledgement is as follows:

We collectively acknowledge that we gather at NDSU, a land grant institution, on the traditional lands of the Oceti Sakowin (Dakota, Lakota, Nakoda) and Anishinaabe Peoples in addition to many diverse Indigenous Peoples still connected to these lands. We honor with gratitude Mother Earth and the Indigenous Peoples who have walked with her throughout generations. We will continue to learn how to live in unity with Mother Earth and build strong, mutually beneficial, trusting relationships with Indigenous Peoples of our region.

VII. **Student Government Report** – None.

VIII. **Faculty Senate Report** – None.

IX. **Approval of Wednesday, November 4th, 2020 Staff Senate Meeting Minutes** – Motion by Leach/Reil to adopt the minutes as written. Motion passed.

X. **Treasurer’s Report** by Tina Exner – $1296.53 appropriated, $6213.26 local, $116.38 scholarship

XI. **Advisor Comments** by John Woolsey – A exception to the leave policy is being considered on Dec 17 by the State Board of Higher Education. This would not provide exceptions to the 240 hour rule, but will waive the requirement to use 40 hours of leave. Kristina Astrup has been leading 360 Leadership opportunity, which will be concluding soon. Planning is happening for an activity next semester. ND has high rate of COVID and CARES leave requests mirror that – currently 4-5 per day. The CARES act is currently set to expire at end of month but there may be Legislative action to extend that. Problems have occurred nationally and at NDSU with unemployment fraud. It has currently been sent by mail to both HR and the employee and is thus not gaining much traction.

XII. **Public Relations Officer Report** by Olivia Scott – Kate Nelson DeShaw is back on campus and she will be transitioning back to the Public Relations role.

XIII. **Committee Reports**
   A. Elections by Elizabeth Cronin - Recruitment strategy in progress for January
   B. Legislative and Bylaws by Jeremy Kopp – No Report.
   C. Information Technology by Ben Bernard – No Report.
   D. Scholarship by Kay Hopkins – No Report.
   E. Staff Development by Cora Crane – The speaker at our next meeting will present research on the experiences of student of color.
   F. Staff Recognition by Dan Nygard – We have announced our November awardee on Facebook, please like that post if you see it. Another large batch of Kudos is coming for January.
   G. Campus Engagement by Wendy Leach –A blood drive has been organize and all slots are filled.
   H. Gunkelman Award by Megan Ramsett – No Report.
   I. Environmental Sustainability by Carin Engler – We have bins for recycling string lights placed in the
President’s cabinet is looking into reasons for decline in transfer student numbers.

XIV. Executive Committee by Josh Schroetter – We discussed the results from the staff survey, which are still being compiled. In the survey many staff were recognized for their work in response to COVID.

XV. President’s Cabinet by Elizabeth Cronin – Matt Friedmann reported that he will continue to advocate for students who want an in person experience. Isolation is contributing to mental stress. Student Government is working on a pass/fail option for the semester. Laura Oster-Aaland reminded people of the CARE team which was formed to reach out to students who need extra assistance: they meet weekly and have been very busy. They can be reached through this website: https://www.ndsu.edu/enrollmentmanagement/bit/
Discussion also touched on the stress we are experiencing as a whole university community. The preliminary results from staff survey were presented. Faculty offered support and coordination for any initiatives that we might develop.

XVI. Old Business

XVII. New Business

XVIII. Announcements

A. Staying on Zoom for all meetings in the next semester. Will be using the same link and format.
B. Hiring of RAs for next year has started, please send students to ResLife website to apply.

XIX. Adjourn 10:39

Scheduled meetings:
- Executive Committee: Wednesday, December 16th 2020, 9:30am by Zoom
- Staff Senate: Wednesday, January 6th, 9:30am by Zoom