

NDSU STAFF SENATE

Minutes

Wednesday, January 6th, 2021

ZOOM

- I. Call to Order – 9:34 by Latterell
- II. Attendance Report by Amanda Reil – 40 present 6 absent 3 excused, 2 medical absence.
- III. Consent Agenda – (<https://www.ndsu.edu/fileadmin/policy/338.pdf>) - Motion to adopt the consent agenda by Booher/Hopkins. Motion passed.
 - A. Policy 338
- IV. Approval of Meeting Agenda – Motion to approve by Helweg/Leach. Motion passed.
- V. Campus Kudos by Dan Nygard – Dan presented the nominations of Megan Yerhot by Kayla Carson, Sara Oestrich by Kristina Astrup and John Woolsey, Alexander Knudson by Veronica Calles Torrez, Carrie Anne Platt by Catherine Kingsley Westerman, Briana Nupdal and Smita Garg by Kristi Weston, Cate Kratochvil by Joe Mocnik, and Kim Miller by Beth Dahl. Cindy Breyer presented the nomination of Dan Nygard by Dean Gross.
- VI. Speakers – Larry Napoleon, Casey Peterson and Jaclynn Davis Walette spoke about the social climate at NDSU and the differences between what is experienced by students of color and white students. Student Experience at the Research University (SERU) showed a difference between perception of climate at NDSU and the lived experience. Quantitative data showed experience differences and achievement gaps for students of color. A study was put together using focus groups with 8 questions to initiate conversation. An overview of the responses to these questions was presented detailing the experiences of the students in the focus groups. Suggestions to improve the experiences of students of color include increasing hiring of staff and faculty of color, more resources for TRIO and that the work to create change needs to be done with the majority (white) students not the minority students. Programs that are offered through the office of multicultural programs are open to all students, faculty and staff. To tie into recent events – data show good experiences with faculty and staff on average and that most of the problems experienced are between students. The biggest problem with faculty and staff is feeling ignored in class, there is an underlying fear that many of the white people on campus hold racist beliefs but are only expressing those feelings to other white students. Evidence of this does surface, particularly with social media. Students are coming expecting these problems and their fears are being confirmed. Events that cause issues and hurt will continue to happen. Hate speech cannot be disciplined through the current code of conduct as it is free speech. Threats are not protected speech, but they must be direct threats not directed to a group. Please reach out to any of these three with further questions.
- VII. Student Government Report – None.
- VIII. Faculty Senate Report – None.
- IX. Approval of Wednesday, December 2nd, 2020 Staff Senate Meeting Minutes – motion to approve by Leach/Swank. Motion passed.
- X. Treasurer’s Report by Tina Exner – None.
- XI. Advisor Comments by John Woolsey – Thank you to the speakers for their presentation.

An email was sent regarding the employee leave exception – SBHE has approved a temporary waiver to the policy requiring that 40 hours of leave are taken each year, but the 240 carry over threshold is still in place. As mentioned in an email sent Monday, the act which put Covid leave in place expired on Dec 31 2020, and so the leave is no longer available. Benefited employees who need leave will now need to use either sick leave if they are ill or caring for sick relatives, or annual leave to cover school closures. NDSU is limited in the types of leave that they are able to approve. Prior to Jan 1 that act provided additional forms of leave to cover quarantine type situations or school or daycare closures. In the current act these leave types are voluntary where as in the previous act they were mandatory. NDSU as a state agency is exempt from all of the tax breaks that the CARES ACT offered, and are thus not offering the now voluntary forms of leave. Please work with your supervisor to find the best solution for your situation.

Unemployment fraud is at unprecedented level, individuals are getting fraudulent unemployment forms sent to their home. If you do get a letter please notify HR. Thus far HR has gotten copies of the letters sent to them at

the same time as the letters to the employees, but they want to be sure to catch the attempted fraud as soon as possible. No personal data breaches are known to have occurred. For more information, see:

<https://www.govtech.com/blogs/lohrmann-on-cybersecurity/widespread-unemployment-fraud-is-overwhelming-state-systems.html>

A PowerPoint will be sent out with more information as well.

During the pandemic we have continued with a lot of employee development and we are looking to do something in the spring as well. Information will be sent out as soon as it is available.

XII. Public Relations Officer Report by Kate Nelson DeShaw – No report.

XIII. Committee Reports

- A. Elections by Elizabeth Cronin – We will start elections nominations between mid-February and early March. In March we will hold elections for next year. We have two staff members who are hoping to join Staff Senate. One is present; Phil Hunt. Phil introduced himself. He is interested in joining staff senate both for personal reasons and because his position in the registrar's office seats him at the junction of joint governance on campus and wants to make sure that all voices on campus are heard. Motion to elect Phil to staff senate by Cronin/Leach. Motion Passed.
- B. Legislative and Bylaws by Jeremy Kopp – The legislative session started last week, committee meetings are all available to watch online this year and online testimony is an option this year.
<https://video.legis.nd.gov/>
- C. Information Technology by Ben Bernard – There are no new IT changes that affect staff, any questions? Please contact Ben if any problems or questions come up.
- D. Scholarship by Kay Hopkins – Met on December 7th and discussed ideas that were submitted for fundraisers. Many were tabled due to a lack of time left last semester. Between December 21 and 24th we hosted an ugly sweater competition. \$80 was raised. Congrats to Fred Hudson on his win! Applications for staff and dependent scholarships are open and will close February 26th. Monday the 18th will start a takeout week fund raiser for different restaurants in town, Check your email for a schedule and more information. Just mention that you are part of senate when ordering either in person or when calling.
- E. Staff Development by Cora Crane – No report.
- F. Staff Recognition by Dan Nygard – We will be meeting soon, and will start work on the staff recognition awards.
- G. Campus Engagement by Fred Hudson – Our meeting was on Dec 9th. The blood drive went well, thank you to Wendy for all of her work. We filled all slots and worked out pandemic logistics for running a blood drive. Another drive will occur in April.
Day of Honor will be next Wednesday at 2:30pm and will be online only. An email with the link will go out soon and information will be updated to website. People can still be added to the ceremony, contact Fred to do so.
- H. Gunkelman Award by Megan Ramsett – No report.
- I. Environmental Sustainability by Carin Engler – We had lots of holiday lights dropped off, tomorrow is the deadline for donating those. Our next meeting will be on January 27th at 10am.
- J. Senate Coordinating Council by Margaret Latterell – The Council met last month, the only policy discussed was 338.
- K. State Staff Senate by April Helgaas – met Dec 14th. SBHE met after our meeting so we don't have any updates yet. We discussed the proposed tuition waiver changes and a task force formed. We also discussed including faculty on this committee. The task force will be meeting to clarify goals and then they will reach out to faculty senates for their input. Our January meeting was cancelled due to timing. Next meeting will be February. 8th.
- L. Joint Committees
 1. Campus Space and Facilities by Ben Bernard – No report.
 2. Library by Alicia LaFerriere- The committee met early in December. The State of the Library report was given by Dean Mochnicks and made plans for upcoming budget cuts. The library did not host 24/7 activities at end of semester. Library use has been down this semester in evenings and so felt it wasn't worth it. The future of the ODIN network was discussed.
 3. University Athletics Shiloh Susag – No report.

4. Learning Space Advisory Committee by Phil Hunt – Faculty senate will be reviewing policy 338 for classroom scheduling to reflect updated priorities. This is the first update to the policy since 2007.
5. Student Voice Project by Amanda Booher – No report, we will meet next week.

M. Ad Hoc Committees

1. 30th Year Anniversary by Carin Engler – No report.
2. Campus Food Insecurity Taskforce by Carin Engler – We opened the pantry on December 15 as trial run. Email notifications were sent to students who attended the pop-up event. About 30 students used the pantry in the couple of hours that it was open. Gift cards will be used to access the pantry's funds and buy supplies. Megan Myrdal has helped secure a grant from the City of Fargo securing us \$20,000 to use by the end of 2021. A fridge and freezer have been ordered. HDFS and the Graduate School will be funding Megan Yerhot as a GSA for January 1st through June 30th. An upcoming meeting will discuss where in the University structure the pantry will be placed in the future. The pantry has an email address established and website will be up soon.
3. Diversity, Equity, and Inclusion (DEI) Committee by Jordan Dadez – No report.

XIV. Executive Committee by Josh Schroetter – Talked about what this semester is going to look like, and our plans for meetings.

XV. President's Cabinet by Elizabeth Cronin – No report, our next meeting is Monday.

XVI. Old Business

XVII. New Business

XVIII. Announcements

XIX. Adjourned 11:02 by Latterell

Scheduled meetings:

- Executive Committee: Wednesday, January 20th 2021, 9:30am by Zoom

- Staff Senate: Wednesday, February 3rd 2021, 9:30am by Zoom