

**Staff Governance Council
Meeting Agenda and Minutes
November 1, 2023**

1. Updates for the group
 - a. **Ricky from HR will be joining us as the HR rep**
 - b. **Question about shift premium differential for 2nd and 3rd shifts - what would the process be for this?**
 - c. **Making sure that all types of staff members are represented and that we are regularly hearing from all groups.**
 - i. **In order to keep the group at a workable size, it won't be possible to have representatives from each working group all the time.**
 - ii. **It would be helpful if the SGC could meet with second and third shift workers.**
 - iii. **There should be a clear route for issues to be brought to the SGC.**
 - d. **Would the staff climate survey in Spring 2025 be a good time to raise issues and step forward?**
2. Recap meeting with Justin Barkhuff, California Lutheran University
 - a. **We are not asking for something unprecedented.**
 - b. **The CLU President's team initially saw the Senate as a way to promote their initiatives and the Senate needed to advocate for their own voice.**
 - c. **Question raised about how we feel about how they don't have real authority - but are used as a lobbying arm for Staff.**
 - i. **This was a compromise.**
 - ii. **Perhaps we aim for more authority with the realization that we may end up with compromise, too.**

- iii. **CLU stressed that the relationship between leadership and the Staff Senate was one of healthy dialogue and mutual benefits. It is not adversarial.**
 - iv. **Advocacy counts for a lot.**
 - d. **CLU was not too proscriptive in elections.**
 - i. **Follow up question: Did they define the size and breakdown of membership in the Staff Senate?**
 - e. **Are there ways we can track staff turnover?**
 - f. **Still a ton of work to do around belonging and mattering, especially among certain types of populations**
 - i. **How do we recognize staff achievements?**
 - 1. **ROAR awards**
 - 2. **There should be a more public recognition of staff awards and accomplishments.**
 - a. **Could the SGC distribute a newsletter?**
 - g. Justin connected Kelsey with their current Staff Senate President (Matt Yates) via email. Matt is willing to meet with us as well.
 - i. **Group's feeling is that Matt will be a really useful conversation partner when we are a little further along in the process**
 - h. Additional questions we have for Justin and/or Matt
 - i. **How do numbers of Senate members from each division get determined?**
3. Recap of faculty/staff forum on academic freedom, hosted by the Academic Freedom Working Group (Audrey)
 - a. **More staff than faculty were present at the meeting.**
 - b. **Interesting questions: to what extent does academic freedom allow you to speak from your disciplinary area vs. your right to speak more generally?**
 - i. **While the initial statement is more disciplinary, there is a lot of interdisciplinary work and research.**

- c. Staff presented examples of where we might need Academic Freedom.**
 - i. Library Research Guides**
 - ii. Current draft has academic freedom in classroom teacher and research - we'll see what happens.**
 - iii. One of faculty goals is to include contingent faculty in the policy.**
 - d. Faculty will vote on this policy, but the question is how staff can vote on the policy.**
 - e. At-will employment can present obstacles to academic freedom.**
 - f. Audrey researched ACM schools to see if any of them gave academic freedom to staff.**
 - i. Coe and Luther do - so this is not unprecedented.**
 - ii. Question of how this actually is lived out when there is conflict.**
 - g. Faculty Allies**
 - i. How might we use faculty to advocate for the formation of staff governance?**
 - h. Are we able to start sharing about our work here?**
 - i. Especially in our own areas.**
 - ii. We can start talking about this now - getting this out in our areas.**
- 4. Begin brainstorming questions and updates for President Singer**
- a. We will begin with this at our next meeting.**
 - b. Things to think about:**
 - i. What is the argument for this to leadership?**
 - ii. How can we show benefit to leadership as well as to us?**
 - 1. Desire for happy staff.**

2. This is a place for feedback as well.

3. Trust-building.

iii. Push for belonging with students, but we also need belonging with staff.

1. Consensus building, communication, transparency.

c. Conversations with our VPs