Staff Council
Minutes of February 11, 2014
Kendall 207-209, 8:30 am – 10:30 am
(Subject to Council approval)

Attendance: Sharyn Abernatha; Michelle Berglund-Smith; JoAnn Bradley; Mary Kay Bringham; Rebecca Cagle; Mario Chandrakumar; Melissa Cheatham; Donald Converse; Nicole Davis; Becky DeVault; Chris Gardner; Annette Heilesen; Taylor Herron; Michelle Holmes; Cindy Kelly; Ronda Kramer; Rena Marino; Nathan Methvin-Terry; Jackie McMillan; Margie Mitchell; Melanie O’Connor; Tawnie Peterson; Laurie Ratterree; Holly Soldavini; Rachelle Sousa; Erin Tarabini; Scott Taylor; Yer Thao; Jessica Verardi; Josh Whittinghill

Absent: Lynne Abbiati; Tammy Bassi; Joe Crotts; Lory Frakes; Dana Frances; Barbara LaRue, Nicole McAllister; Cari Phipps; Karla Zimmerlee

Meeting Commence: 8:37 a.m.

Call To Order: Michelle Berglund-Smith

Announcements: Michelle sent out an email regarding the Mentoring Conference that Thia Wolf in helping to plan. Please contact Thia if you are interested in taking part in the conference as it is really important for our faculty, staff, and students. We received a nice thank you note from the Hungry Wildcats for our participation in that program.

Human Resources: Sharyn Abernatha: Pay increases for UAW, SETC, and CSUEU are on schedule. SUPA and UAPD will be implemented in March and those should be in the April paycheck. We are aware that most of campus has not received their W-2. We have called the SCO but have not received a response. Also have called the Chancellor’s office and asked them to talk to the SCO. An email was sent out on Monday explaining that employees can request an unofficial copy if you file electronically and you will receive it within 24 hours. Otherwise you need to go to HR to sign the form to get a replacement copy which will take 6-8 weeks. There will be no charge as long as your correct address was on file. Jessica Verardi asked if there has been an attempt to contact the SCO to see if the copies can be expedited because this is their issue and not ours and we should not have to suffer. We have tried to contact the SCO supervisor with no response. Efforts are being made and continue to be made to resolve this issue. Concerns expressed with our SSC numbers being lost out there somewhere. Some people have received their W-2.

Payroll & HRIS: Rebecca Cagle: This week the State Controller’s office is pushing through the pay increases for CSUEU, SETC, and UAW into their system so it should hit our system by the end of the week. There will be some “fallouts” and we will be making sure those get processed and identified so we get the payments out to everyone. Anyone on direct deposit should start to see the retroactive payment hit their account by early next week. The copy will be attached with your master payroll but if you would like to pick it up early you can go to Student Financial
Services. We just got the tech letters for UAW and SUPA so we will be working on those in March to get issued by the April 1st date for the March check. Please be patient with us because February is a busy time with new hires, processing of the payroll increases, and issuing hundreds of replacement W-2s.

Associated Students: Taylor Herron: Free bike lights will be available starting next week at the AS bike cart in front of the BMU. They will even install it for you when you pick it up. Taylor is the CSUC/student representative for the Mayor’s task force for community services, which is a follow up to the sit lie ordinance. If anyone has questions about this issue please contact Taylor. The Vagina Monologues is this Friday and Saturday, February 14 & 15 in the BMU Auditorium. This is a big fundraiser for GSEC and everyone is encouraged to attend.

Academic Senate: Joe Crotts: Michelle reports that Joe sent an email that he could not attend the meeting today and there has not been a senate meeting since December so nothing to report.

Office of the President: Karla Zimmerlee: No report; Karla absent

Guest Speaker: Dr. Michelle Morris from Nutrition & Food Science Department: Michelle distributed a handout on her discussion and gave a big thank you to all the staff and everything we do for faculty and campus. Michelle asked how many people have been on a diet and what kinds. Many people have gone on diets and may have been successful but have regained the weight. In fact, research suggests that 80-95% of all people who go on a diet will regain the weight within a five year period. Our society and culture is focused on weight and we tend to blame those who have not succeeded on their diets. But it is actually the diets that have failed us and these diets pose physical health risks such as nutrient deficiencies, anemia, increased risk for osteoporosis, and changes with the gastrointestinal track. There are many supplements that are not FDA regulated and are very dangerous products. Gastric bypass surgery is also very dangerous. In addition to physical health risks there are psychological risks such as relying more on external cues to guide what and when you eat rather than internal cues that are innate and intuitive to us all. Chronic dieters have higher risk of depression, moodiness, irritability, and eating disorders. Our culture’s “war on obesity” is contributing to the bias and stigma against larger individuals. Shift the paradigm in favor of the health at every size (HAES) way to wellness. This paradigm focus is on healthy behaviors rather than weight. The Association for Size Diversity and Health (ASDAH website is on the handout) is leading the way to help promote these principles. The principles are listed on the handout and include weight inclusivity, health enhancement, social justice, mindful eating, and mindful physical activity. The HAES movement is appearing on many areas of campus and resources are available for students, staff, and faculty which are listed on the handout. Love Every Body Week is April 7-11, 2014. There will be lots of activities that are free and open to the public. Everyone should step on the Yay scale on their way out today.
Standing Committee Reports:

Ways & Means: Nathan Methvin-Terry: The “Evening for Two” raffle tickets are ready to pick up on your way out. The Evening for Two is an opportunity drawing fundraiser that is couples themed. There are prizes to restaurants, cabin in Tahoe, etc. Tickets are available today through March 8 and the drawing will be at the March 11 meeting. We have chosen an Olympic theme for the staff awards luncheon. The committee should meet after the meeting today to discuss ideas for decorations etc. Annette adds that the Evening for Two tickets are easy to sell. Just send out the flier and let people know that you will fill out the tickets and deliver to them. Melanie just purchased new ticket rolls but we also had a bunch of small chunks of 10-30 tickets so you might not have continuous numbered tickets. Last year’s stickers might be on the back so just put the new one over that. If you need more tickets or fliers please contact Melanie.

Governance Committee: Becky DeVault: There is a Staff Council representative opening in FMS-Custodial area. An email message was sent out but everyone seems pretty busy and unavailable so if anyone has a staff member that would like to serve as a member at large please have them contact Melanie or Becky. Welcome new Staff Council member Margie Mitchell from Passages. We still have tickets to the staff and faculty basketball night, Humboldt v. Chico on Friday, February 28. The women’s starts at 5:30 and men’s starts at 7:30. On Monday the 17 you can come to pick up tickets, 4 tickets per staff or faculty member. Relay for life team will do a bake sale at the game to raise money or if you would like to donate a baked good to sell, please drop it by Melanie’s office the morning or afternoon of February 28.

Service Projects – Dana Francis: Cindy said thank you for the cards everyone sent. Our committee has received several applications for the Staff Academic Award. Cindy will begin to recruit a committee to review those so that we can announce the recipient of that award at the March meeting. The Staff & Faculty Art Show is coming up and Cindy will send out an announcement this week. Those who would like to submit a piece of art will need to send in the form by March 26 deadline. On April 1 the committee will hang up the art in Kendall Hall. May 8 is the art show, reception, and auction. The artists and their families are invited to attend and refreshments and entertainment will be provided. Cindy will send a meeting request out the committee to plan the Art Show. Tawnie Peterson mentioned that she received a thank you card from her needy children family which was really nice. Cindy said that there is a new supervisor as CPS that encouraged the families to write thank you cards which is a great thing for the children to learn.

Other/New Business: Campus safety – skateboard and bicycle issues, Don Converse & JW Dobb (PPT presentation). Don tells his story about how he was coming out of the library and saw a group of kids that almost got hit by a student on a skateboard. Don ran and jumped in front of him to stop a collision. This sparked his interest in campus safety. Very few people on campus follow the rules regarding campus safety or are even aware that there is a $158 fine. We need collaboration with UPD, staff council and students to make students are aware what the fine is
for bikes or skateboards on campus. The CSUC UPD wrote 163 tickets and issued 1090 warnings between 2011 and 2013. 6 reported accidents/incidents and 5 injuries reported. This is just a percentage of what really goes on out there. J.W. Dobb is the Commissioner of Community Affairs and has suggested rather than punishing we should give out bike lights to those caught without lights at night. And if, after that, they are caught without the light they will be ticketed. Yvette Streeter was hit by an out of control skateboarder on her first day on campus. She is very excited that we are getting involved with the issue. We need to change attitudes about riding on campus and get information out. Lt. Beck from the UPD advised Don to not warn people ourselves because it could lead to a confrontation. Rather than punishing bad behavior we should reward those who follow the rules. One idea is to hand out a Chico Bag to people that are walking their bikes or skateboards. Our next step will be to create an ad hoc group to work on ideas. Jessica Verardi commented on the lack of UPD presence on campus. Having signs around campus really help but they should be better and more visible. The UPD should make more citations and fewer warnings. Scott Taylor mentioned that a few years ago FMS put out signs and they were out for about a week before the President’s office asked them to be put away. We will need to find out the rules and regulations of what we can and can’t do regarding signs.

**Academic Possibilities (Academic Planning Committee) staff reports follow-up:** All of the possibilities conversations reports are now on the website ‘Creating our Future Together’. The Council of Academic Chairs just met and is finishing up phase one and working on implementing phase 2. Michelle opened it up to hear from council members about themes we noticed. Jessica Verardi (9 & 33): Both reports were very different. One talked about technology and how students are ahead of faculty and how to bridge that gap. Focus on business technology side of things but we shouldn’t give up on arts/humanities. We need to foster a sense of community through open sessions or meetings rather than being segregated by students, staff and administration. There is a disconnection between staff and training that is offered. We need to improve connection across campus. Create opportunities for students to have real world experience through internships earlier in their student career and allow that to build relationships with employers and the community. Erin Tarabini (7 & 32): Teaching core life skills and helping students be self-aware of their effect on their surroundings. Promote and expand student’s global perspective through study abroad. Building relationships across campus and treating CSUC as a team. The need for more diversity education came up a couple times in the report. Being proactive in investing in cutting edge research and provide greater opportunity for grad students to be utilized on campus. This report was very faculty/academic driven. There need to be clear and tangible results from these conversations and follow through with these conversations was talked about a lot. People want to see some change be effected from these conversations. Michelle announced that Selvester’s will be converted to a faculty/staff meeting space. There is also a place on the fourth floor of the library for faculty to go and share ideas or have quiet time. Laurie Ratterree: a lot ideas around things like excessive work load, large classrooms, lack of full time faculty, low morale, and low salaries. All of these things that have brought down the morale need to change. Chris Gardner: faculty, staff and administrators ideas should be equally valued. We need to work together as a team to support our students. Update training on new technology. Staff/faculty should view students as customers as a business
model. Students should be prepared for graduate school or to enter the job market after graduation. Need to increase focus on hands on practical experience and all majors should require internship, service learning and research requirements. Becky DeVault (6 & 41): forward thinking, innovation, adapt to change, provide students an opportunity to intern with industry, encourage risk taking for faculty, staff and students. Globalization, foreign language and study abroad requirement, support the GE so it fits and supports the international studies and how do we support students to study abroad. Michelle Holmes (12 & 48): focus on preparing students to think for themselves. Focus on updating the library space. They didn’t like the aim for four initiative and thought that was setting students up to fail. Need more faculty, update and integrate technology and hands on experience through internships. Annette Heilesen: treat the students as customers through a business model. Number one is student success because they are paying us to be here, they are the customers. Prepare the students to survive in real life and contribute. Need ways to get rid of faculty/staff that are not contributing or are not properly trained. Jessica Verardi discussed how contracts need to be in place for all internships and administration does not understand the amount of work that this takes. There is an EM on this but much of campus is unaware of these processes. There has been some talk as to why ASC/ASAs are not a part of the Analyst meetings. Michelle has been asked by Wenshu from Faculty Affairs to put together some sort of program where we can all get together as a group to facilitate more communication. Please email ideas to Michelle as it is important that we are part of these meetings to help make decisions. Major themes that we are working on are preparing students for the workforce, the Chico experience, technology, and morale. The Academic Plan committee is mostly made up of non-administration and the proposal will come from that committee. People are concerned that nothing will come from this other than another report. It is evident that there is a lack of confidence in the Administration but Taylor Herrin is confident that change will come from all of this. All of the issues that we have are now out in the open and people are talking about it. Erin Tarabini notes that everyone should focus on their own part of this by encouraging and supporting our students to be successful on a day to day basis. It is also important for the Council members to share what we are hearing from these conversations. The academic plan should be put together by the end of the spring semester. The last retreat is at the Academic Senate on Thursday and then put all the possibility conversations together. Don Converse: it is important to point out that we have a new provost and we should see change. Melanie will send out the website to everyone. Our ultimate goal is to represent the students as best we can. Please send your electronic reports to Michelle to consolidate. The Provost has mentioned that she is trying to facilitate better classroom space by giving each college an opportunity to revamp some classrooms.

**Intent to Raise Question:** None

**Adjournment:** 10:18 a.m.