

MASON STAFF SENATE
General Meeting Minutes
Wednesday, November 4, 2015
12:00pm-2:00pm

Innovation Hall 334; SciTech, Bull Run Hall 254; Arlington, Founders Hall 119B; 703-249-8067

Members: Wajaht Ahmed, Stephanie Atkins, Lisa Bair, Susan Brionez, Andrew Bunting, Cameron Carter, Rubi Chavez, Jocelyn Hanly, Tim Harps, Barbara Hill, Amanda Kennedy, Megan Kirk, Christopher Maier, Marit Majeske, Lindsey Olson, Francina Osoria, Lauren Reuscher, Emily Robinson, Nicole Roth, Dan Silver, Amanda Shoemaker, Cloud Spurlock, Al Underwood, Alex Walsh, Katara Wright

Absent: Andrew Bunting (with notice), Amanda Kennedy (with notice), Marit Majeske (with notice), Alex Walsh (with notice)

Guest Speakers

Representatives from INTO Mason shared information with Mason staff about this exciting program for international students.

Larisa Prinz, from Mason Dining, solicited feedback from staff about upcoming dining initiatives.

1 constituent

Business Meeting:

1) **Call to order at 1:09pm by Nicole**

2) **Constituents' Time**

3) **Announcements**

- a) From the Staff Senate
- b) Committee Meetings
 - i) Events Committee: Wednesday, November 11; 12:00pm-1:00pm. Arlington: Founders Hall 720, Fairfax: Merten Hall 3001, Science and Technology: Occoquan 221
 - ii) Education and Outreach: Mid November Meeting- Still Doodling
- c) From the floor
 - i) Guest Speakers for December, Lori Ann Roth, Strength Finder Session.
 - ii) Fac/Staff Enrichment Day. Looking for Volunteers for the end of the day Networking Scavenger Hunt 3:30-4:30. Contact Robyn Madar.

4) **New Business**

- a) Approve October 2015 Meeting Minutes (attached)
 - i) Motioned, Seconded, Approved.
- b) Outstanding Supervisor Award Selection
 - i) Nicole presented awards
 - ii) Superhero theme; Advocator
 - iii) Committee: Revise criteria to make criteria clearer. Make evaluation clearer. Cloud says each person in the committee had their own ideas of how to score the nominees. Need to make the process more cohesive.
 - iv) Also, add in an opt-out if the nominators do not want to be acknowledged on website/newsletter. Make it clear that we need one person to represent nominees but an entire office can be listed as the nominators.

1) Old Business

- a) Biannual Town Hall Proposal—Francina Osoria & Amanda Shoemaker
 - i) Online Vote—quorum was not reached
 - ii) Motioned. Seconded. Approved.
- b) Staff Senate Bylaw Change
 - i) VOTE—Proposed Participation Policy Resolution 2015-13: —Nicole Roth
 - (1) Motioned, seconded, approved (see below for amendments)
 - ii) Andrew motions to consider an amendment to the resolution to protect staff senators who travel as part of their job.
 - (1) Motioned, Seconded, Approved
 - (a) Nicole added *Consideration will be given to the nature of the absences when associated with official George Mason University business.*
 - (b) Susan proposes wording change: *Consideration will be given to the senator when the absence is associated with official George Mason University business.*
 - (2) Dan: If a job is in conflict with the senate’s schedule, it seems they are not as involved as they could be.
 - (3) Waj: Disagrees since senator’s jobs should come first. Questions who will be the one considering this resolution. Executive Committee will start conversation. Will only remove a senator if they have done something egregious.
 - (4) Is not a habitual problem, but have had senators in the past elected and not participate.
 - (5) Lindsey: This is a way of setting and shaping expectations.
 - (6) Cloud: Also has conflicts with travel but agrees with the resolution because the Executive Committee will only be having a conversation, not taking action. This amendment is also relevant because while senators may be present, they may not be “present”.
 - (7) Amanda S.: A great avenue to finding ways to participate if there are concerns about a senator missing meetings. Theoretically, if there is an at-large senator at Korea, they would have conflicts with attending our meetings.
 - iii) In point 2a.: Propose that *or after* be removed from *Senators missing **three (3)** or more meetings with or without notice (notice can be within a 48-hour window before or after)*
 - (1) Motioned, seconded, approved
 - iv) Susan suggests that the *chair of the Staff Senate will undertake this action* should be changed to *the chair of the Staff Senate will initiate a conversation.*
 - (1) Motioned, Seconded, Approved
 - c) Staff Senate Constitution Change
 - i) Resolution 2015-12: Ex Officio Admin Faculty—DRAFT
 - (1) Will be appointed by the Senate and process will put in place once resolution passes. Will not hold him or her accountable to bylaws since they are a non-voting member
 - (2) Cloud: What is the number of admin faculty that is fourth removed from the President? Not supposed to happen anymore. That number will be diminishing.
 - (3) Dan: Even though number is diminishing, admin faculty in that role currently deserve having a representative speak for them.
 - (4) Susan: Enjoy being here with other staff dealing with staff concerns. Does not feel that this is a forum for her boss (admin faculty). Governed by different HR policies. There is a difference and that is why we are what we are and they are what they are.
 - (5) Lindsey: Confusion on whether or not someone is staff or admin faculty because roles coincide and it is just a technical classification.
 - (6) Lisa: Is the purpose of this to lay the groundwork for an admin faculty senate? By using our framework as an example, they could start up a group of their own.

- (7) Susan: Why not organize their own advocacy group? Megan: Admin Faculty is anyone from the President to Senior Vp's to resources librarians and people in University Life. This group of individuals aligns more closely with classified staff and aligns with things where staff is concerned. It is not necessarily appropriate for them to form a group together because of the vastness of the positions they hold.
- (8) Cloud: There are staff on campus that are not Mason Staff. Affiliates do not have representation on campus. Suggests including language about affiliates. Nicole thinks this is a completely different resolution/representative. Cloud is more concerned about the constituency versus the representatives.
- (9) Waj: What is the goal in bringing this resolution forward again? Nicole: Decided to bring it back because of Summer Staff Appreciation events. Many attended Arlington and Fairfax who revealed that they were admin faculty. Discussed how there is no avenue for them to share their concerns.
- (10) Admin Faculty would have the same relationship as Student Government. They can send a representative to attend our meeting and voice any concerns. The appointed admin faculty's role will be to seek out the voice of the admin faculty. It will not be our role to seek out admin faculty concerns. More for the sake of sharing information.
- (11) Amanda S.: Conflict in Student Centers where some employees are classified staff and some are admin faculty. Some are invited to Staff Appreciation Events and some are not. Even though we would not turn them away, they feel like they are taking something from someone else.
- (12) Dan: Uninformed about the number of people and who we are representing. Nicole: Be more clear in who we are representing. Amend resolution to include that we will represent fourth level removed from the President or similar.
- (13) Chris: What are their needs? Nicole: Similar day-to-day concerns as us, aka, parking and dining. They do not have an avenue to voice their concerns. Waj: Pay scales and leave balances are different. Some concerns may overlap but some are different.
- (14) Barbara: SPGIA is one of the larger schools. They consider their whole floor staff. Have staff meetings where staff and admin faculty are invited. Invite them to staff activities. They are just like us. Tim: Approached by two people in Student Centers looking for a platform to voice their concerns.
- (15) Megan: Not a huge distinction between admin faculty and classified staff. Opportunity for us to create strategic partnerships and an opportunity for admin faculty to participate.
- (16) Student government representative-TBD? Megan attends faculty meeting.
- d) Virginia Delegates, House of Appropriation Committee: Coming in two weeks. Will be hearing comments from Nicole about the facilities on campus that need to be changed and things we need money for in terms of advocating for changes on campus to our physical facilities. Send comments to Nicole by next Friday.
- e) Survey
- i) Took the comments and generated five questions. Two are open ended and three are on an efficiency scale. Survey will be distributed some time this week.
 - ii) Visiting Senator program will begin once the survey is sent out.
- f) Town Hall Follow-Up
- i) Great turnout for staff town hall. Faculty had low attendance compared to staff. Susan: In the future, maybe we can position ourselves with select questions. Emily: Suggestion to collect questions at staffsenate@gmu.edu and ask on behalf of staff.

g) Presidential Committee Review: Continue to send comments and feedback to Nicole.

2) **Roundtable**

3) **Adjourn at 1:57pm**

4) *Meeting documents

10.7.15 Meeting Minutes Draft

Biannual Town Hall Proposal

Attendance Policy Resolution 2015-13

Resolution 2015-12: Ex Officio Admin Faculty Draft

Next Meeting: Wednesday, December 2: Fairfax Campus, Innovation Hall 334; SciTech, Bull Run Hall 254; Arlington, Founders Hall 119b