

**GEORGE MASON UNIVERSITY STAFF SENATE
General Meeting**

Agenda

Tuesday, February 7, 11:00 am – 12:30 pm
Johnson Center 311D*

Present: Angela, Albanese, Joey Carls, Kevin Diffily, Tya El, Laura Harrison, Gail Hodges, Ginnie Mahoney, James Martin, Amanda Meiklejohn, Sara Montiel, Christina Neinaber, Della Patrick, Stacey Remick-Simkins, Toshiko Uchiyama, Renee Younes

Notified Absent: Susan Brionez, Darlene Montgomery, Karen Underwood

Absent: Cathy Ryan

1. **Call to Order** by Joey Carls at 11:05 pm

2. Announcements

- a. Letter from Development regarding donations to Merten scholarship fund
 - i. Development drafted letter to go to current senators and those who are invited to April tea. We should be aware of letter; we will get two solicitations, one from Mark Broderick and one from Joey. Two different ways to contribute. Those who want to contribute to Staff Senate can do so. All contributions up to April 1 will be designated to Merten campaign. Staff Senate can work with Kinkos to present a “check” if desired. Those who give will be recognized in commemorative book. No goal set. If Senators want to be part of the collective total given to Merten in April, give via Staff Senate letter’s instructions
 - b. Kathrin’s hours changing for Spring Semester
 - i. Most Mondays and Tuesday on Campus; Fridays telecommuting
 - ii. Also on campus third Wednesdays of month in lieu of Friday
 - c. Tentative Staff Senate Social Hour: Wednesday, February 22, 4:00 – 6:00 pm, The Well at Mason Inn (still waiting to confirm)
 - d. Google calendar now at staffsenate.gmu.edu/calendar—no link from SS website; must enter url directly as written. Still works as a Google calendar.
 - e. David Jackson resigned due to work conflicts and personal reasons
 - f. Joey presented Dr. Scherrens with Staff Senate smoking recommendations, who suggested we go to faculty senate with the proposal. If he is to present to higher ups, he’ll need faculty backing as well. He concurred all recommendations were reasonable. It was mentioned that using police cadets could be involved in enforcement, which had been struck from policy recommendations.
3. **Constituents’ Time**
- a. No constituents present today
 - b. From Michelle Carr via Stacey, regarding recent legislation in State, supposedly children of faculty will get tuition benefits. From Joey, reading from text: “50% tuition waiver benefit for children of faculty.” He noted the language. Does

faculty include staff? A conversation to be had at higher levels. Joey will pursue those discussions. The fiscal impact on the state was discussed.

- c. Federal government opened late for “ice” last week and university had no response. Per Dr. Scherrens, university should have at least a “Mason open on time” message.”

4. Old Business

- a. Approval of January Meeting
 - i. No substantial change—approved.
- b. Spring Elections—Kathrin
 - i. Nominating period Monday, February 6 to Friday, February 17
 - ii. Item in Mason News, Efiles, Today@Mason, on Website, Facebook, & Twitter
 - iii. New: Nomination form posted on Staff Senate Website
 - iv. Nominate a colleague!
- c. General Meeting Speakers for spring—Kathrin
 - i. March—Julie Zobel, Environmental Health and Safety (EHS)—submit questions prior to meeting by a date Kathrin will distribute by email.
 - 1. EHS Committee Member —Stacey volunteered
 - 2. Joey needs to do outreach to EHS to ascertain if another member on the committee is welcome
 - ii. April—Josh Cantor
 - iii. May—Betty Jolley—waiting for a response
 - iv. June—Jennifer Connors from Military Services was suggested

5. New Business

- a. Executive Committee—Joey
 - i. Staff Senate Resolution 2012-2 Proposed
 - 1. Revision to attendance policy. Review Now. Discussion and voting in March.
 - ii. Consensual Relationship Policy
 - 1. What questions?
 - a. Does Employee also mean contractor and BOV members
 - b. Employee reporting—if not reported to supervisor, still liable
 - c. Who is monitoring?
 - d. Hiring issues
 - e. Clarify—professional power relationship or employee relationship with a student that they don’t have a power relationship with?
 - f. Nothing more than reporting to supervisor?
 - g. What about an existing condition after which a person is hired?
 - h. Employee notifying supervisor? Wouldn’t it be better to notify Human Resource (HR)? Could create an uncomfortable dynamic to bring into the workplace.

- i. Seems to be employee to student. Does it encompass employee to employee? What about employee/staff to student. Policy doesn't define those relationships.
 - j. Concerned about potential relationship with same-sex relationships, if the partner is not "out." Further support for going to HR. HR removes potential backlash for action or inaction.
 - k. What is the university policy on same-sex relationship? Joey, complicated question. Under state, not a protected relationship. University has no legal authority to protect a class that state doesn't protect. Hence, telling a supervisor/HR could be problematic. Needs to be some way to protect employees if law is not behind them.
 - l. Could also address similar issues between parents and children. Does this policy address this issue?
 - m. Joey approved questions from Laura, Sara, Toshiko (specifically parent-student), Tina (HR), James—in that order
 - b. Treasurer—Laura
 - i. Increase in foundation funds.
 - ii. Current surplus: \$452
 - c. Communication & Outreach—Laura
 - i. Dining created 15 individual \$10 certificates for Arlington's for Tots campaign participants
 - ii. Generous gesture. Kathrin will send a thank you.
 - d. University Issues—Toshiko
 - i. Current work: Stop smoking campaign with Janet Walker in HR, EHS policies for emergency situations, children in workplace policy, sittercity.com.
 - e. Awards & Events—Christina
 - i. Date for tea has changed to April 25 at 3:00 pm. Mason Hall.
 - ii. At next Awards and Events meeting, committee will be picking date for Staff Appreciation Day and voting on invitation list.
 - iii. Joey asked if Tina has met Ram, Dining Services. Joey will do email introduction.
- 6. 11:50 Roundtable
 - a. "Did you know?" item for month to be published in Efiles
 - i. \$5 foot-long classic sub –Laura will get details to Kathrin to post.
 - b. Faculty Senate voting on changes to handbook
 - c. From Stacey, attended last quality of work-life meeting to finalize survey that will go out. Important that everyone complete survey. This will enable Dr. Merten to gauge success and new president will have sense of community pulse. Emphasis on civic engagement, such as Staff Senate. Survey will be released sometime in April. Not sure if random sample or everyone. Results likely to come out in early summer. Good future "Did you know" item.

- d. Gail, dining committee report, faculty lounge coming. Every dining facility on campus is too small. Bistro will be expanding. Southside also expanding to have outside seating. Opened a couple new facilities. Taco Bell going into Sub 1. Library taken out of Johnson Center and have it be more restaurant and retail space. All to happen soon. Some completed by March, some over summer, and more long-term plans. Tya asked about UHall openings for May? Still on track, but no guarantees. Laura, with outdoor eating, will it be nonsmoking? She requested that Toshiko ask at next meeting.
- e. Kathrin has a committee participation form that needs to be completed after each meeting that will go on shared drive. Joey will decide whether or not to share specific reports more widely.
- f. Dr. Hennessey asked Joey to write a summary of Staff Senate for new president to be one of 30 items on his desk on day one. Ended report with discussion of the array of support from groups on campus, but lacked support at unit level, which is needed to retain senators
- g. General meetings: Should September 2012 meeting be changed to a later date so it's not right after Labor Day? Date for December 2012 needs to be corrected on schedule.

7. Adjournment to Speaker at 11:55 am

- a. Corey Jackson, Assistant to the President/Director, Equity and Diversity Services,
- b. Topic: Consensual Relationships Policy for Mason
 - i. Previously brought to Staff Senate, about a year ago.
 - ii. Joint efforts of Equity and Diversity Services and Legal Council
 - iii. Only applies to students to employees. Does not apply to employee and employee.
 - iv. Only deals with supervisor or someone in their class in the case of the faculty member
 - v. Senate members presented their questions, adjusted to reflect preamble by Mr. Jackson
- c. Mr. Jackson departed at 12:30 pm
- d. Joey asked Senate if in favor of supporting this policy?
 - i. From Stacey, more a value statement than an enforceable policy
 - ii. Not clear what the actual procedures will be; this is policy not procedures
 - iii. Approved with these concerns:
 - 1. If it becomes enforceable, then need to revisit.
 - iv. Motion to approve policy, unanimously approved. No abstentions.

8. Meeting adjourned at 12:40 pm

Attachments

Consensual relationship policy
 January Meetings
 Resolution 2012-2

Minutes by Kathrin Breitt Brown