**Staff Council Meeting Minutes**

**April 16, 2024**

**Members:**

**Jessy Sears** (President), **Jena Lords** (President Elect), Lisa Wise (Past President), **Theresa Capasso** (Treasurer), **Amy Dressel** (CMS), **Veronica Garcia** (MAL-C), Mia Benkenstein (MAL-C), **Marci Miller** (MAL-NC), **Marty Vizcarra** (MAL-NC), **Jamie Howerton** (Secretary), Megan Baskins, **Jack Bradley**, Carolin Glendenning-Bowman, **Mary Guyton**, Terra Harris, Ann Medinger, **Chanel Quirk**, Dan Woerner, **Erik Talbert**

**Special Guest:**

Ryan Sargent, Associate Vice President of Alumni & Government Relations and Advancement Communications

Libby Howe, University Policy Manager

**Members Absent:**  *Excused*: Carolin Glendenning-Bowman, Lisa Wise, Terra Harris

**Meeting called to order:** 1:35 by Jena

**Secretary Report:**

Any changes needed for the March 19, 2024 meeting minutes?

Theres…. motioned to approve minutes from the Mar 19, 2024 meeting

Amy …...….. seconded the motion

**Treasurer’s Report:** Professional Development scholarships have been awarded.

**CMS Report:** Veronica is working to convert meeting minutes to single files so they can be uploaded on the website. Will update the committee member info after new member join.

**Old Business: None**

**New Business:**

1. Welcome -Jessy
   1. Libby Howe
      1. Update on policies, small presentation.
         1. Some policies revised in last year: faculty and research policy, misconduct in research, vehicle use policy, conflict of interest policy. Finance portfolio. Lots were short quick updates.
         2. New policies- environmental health and safety policy, mobile device policy, professional workplace free from abuse.
         3. Currently 30 day review-student code of conduct
         4. University policy (ISUPP) vs unit policies- Libby is over ISUPP not over unit policies. Unit policies aren’t necessarily consistent.
         5. Upcoming policies-grievance for classified and non classified staff
         6. Removing policy called grievance policy for classified staff. We are going to take the problem solving policy and make it a staff problem solving policy. All staff have a process to solve a problem.
         7. Need to be separate because classified and non classified have different rules and regulations.What do classified staff have to follow that non classified staff don’t have to follow. State makes those rules. Ex. Once someone makes a complaint, the state says you have 5 days to meet about the issue. Makes it difficult to work but state did it so things don’t drag on. At the state level non classified employees don’t really exist so they didn’t make regulations.
         8. Change has to come from the state. We have to follow their regulations, we can’t make changes. Some things don’t work well for ISU but work well for lots of other state agencies. Some policies go with laws and so they aren’t easy to change.
         9. Rigid for classified but more like “wild west” for non classified. How did that happen? If it’s good enough for classified why isn’t it good enough for non-classified? Non classified aren’t seen in other areas. But most workplaces have the same classified positions. The differences are to make things function well (10 days for meeting vs having to do it within 5 days which is really difficult). More practical for non classified.
   2. Ryan Sargent
      1. Talk about legislative session and what happened in last 3 months
      2. Big highlights
         1. Biggest change-speaker of the house from Star, became speaker about 2 years ago. He changed budget making process. We want to be able to get ISU funded
            1. In Idaho JFAC meet together and then goes to house and senate and then it becomes law. Idaho has used this process for a long time, about 60 years. Votes as a committee.
            2. Now in JFAC it has to pass with majority of senate member and a majority of house members instead of just the majority of JFAC combined.
            3. JFAC implemented that ISU president doesn’t present budget, an analyst presents it instead.
            4. JFAC passed maintenance budgets that they made into 10 bills. These bills are intended to keep lights on at the various agencies. Doesn’t include inflation or CEC. This passed.
            5. JFAC passed supplementary budgets for expanded budgets for extra needs has also passed for ISU.
            6. For ISU specifically it was a good budget year. Passed first time and included important things: Higher Ed Bill and

$7 million dollars for the PA program was asked for and we got $9.5 million instead!

U of I tried to add a PA program too but state said their money shouldn’t be used for nursing or PA

Opportunity and launch programs- $8,000 grants for 2 year programs and some 4 year programs for high demand programs. (Free community college although we don’t call it that).

Launch passed by only 1 vote so it is controversial. Almost every vote was 38-32.

Did pass 3 % CEC generally speaking. 2% CEC with 1% merit. HR would know more info on how that happens. (town hall coming soon about CEC)

The Telework bill did not pass. Was sponsored by Jim Guthrie. Stalled in the House. DHR and legislators are arguing about who should be able to create this policy. HR is involved in these conversations. We are under the telework threshold for the proposal.

Idaho Primary is May 21. A couple primary races in Bannock County. General Election Races as well.

Call Ryan with questions and if you need advocate.

1. Updates from Jessy
   1. Leadership Council Updates
      1. Reminders for change of insurance coming up. No new information has been released. Open enrollment starting 4/22 possibly. Auto enrollment, if you don’t make changes you’ll be enrolled in a comparable policy. The policies are posted online now.
   2. HR is scheduled to come to our May meeting, Katie and Ray.
   3. Elections
      1. Closed on Friday. Jena, Jessy, and Lisa need to go back to re-tally. Hope to have this done by the end of the week. Results aren’t a secret to staff council yet. They are posted in archives but nothing is official.
      2. Will have elections at the next meeting. Will try to set up a google form, take nominations before and during meeting and everyone can jump on and vote.
      3. People who are eligible to be nominated as President-Elect: Non Classified: Megan, Jack, Jamie, Marci, Marty. Marty is interested in it.
      4. Classified and non classified new members we will have a mix of people who will have full terms and some with partial terms.
   4. Master Plan
      1. Will have more info posted soon on preferences. Please provide feedback on the master plan.
   5. End of the Year Luncheon - May 14 @ Goody’s Party room from 12-2 ([menu](https://www.goodysdeli.com/menu))
   6. In the next two weeks, evaluate the committee you are on and did the committee do any work. Do we need to dissolve or rework it? Get that to Jessy by the end of the month.
   7. G1 parking lot is closing completely. Bus times are posted on the website. But no summer hours are posted. Not sure if buses even run in the summer.
   8. Recognize Be A Bengal Winners: Chanel, Amy, and Carolin.

**Committee Updates:**

1. Executive
2. Election Committee
3. Event & Marketing- Friday May 10th activities on the quad. More info will be sent out soon.
4. Employee Recognition
5. Professional Development- **2024 Summer Professional Development Award**

Sacha Johnson, Instructional Technology Resource Center: $300

Jackson Fortune, Treasure Valley Anatomy and Physiology Lab: $300

Jamie Howerton, Testing Services: $300

Karen Mayhew, ISU Meridian Administration: $50

1. Communications
2. Child Scholarship
3. Retiree Recognition-in March we had no retirees-Chanel and Jena said they do have some retirees.
4. Budget Advisory Group
5. Commencement
6. Equity & Inclusion
7. Electronic & IT
8. Be A Bengal
9. University Library-elected a new chair for the 2024/2025 academic year and they made some changes to their bylaws affecting (and hopefully improve) the communication between the colleges and the university.
10. Student Conduct
11. Employee Engagement
12. Facilities
13. Professional Policies
14. Faculty Senate
    1. Moving forward with search for Provost. Committee has been selected.
15. Faculty Professional Policy
16. Sustainability

**Meeting called to close at : 2:56 pm**

**Next Meeting: May 21, 2024**