**Staff Assembly General Meeting**

**July 14, 2020**

**APPROVED**

**Zoom Conference Meeting**

**3:30 pm**

**Welcome and Remarks**

* **Angie Taylor, Chair,** welcomed everyone and called the meeting to order. There were sixty-six members (66) present plus one (1) guest. A quorum was met.

**Guests**

**Committee Reports – Introduce New Chairs**

Angie asked each Chair to introduce and share a little bit about themselves

* **College Resource Committee**, Matt Burckhalter
* **Committee on Committees,** Evie Richardson
* **Community Service Committee,** Maleta Hill
* **Constituency Committee**, Marva Wood
* **Elections Committee**, Philip Dodd
* **Media and Communications Committee,** Diana Selman
* **Policy & Advocacy Committee,** Mica Bibb
* **Professional Development Committee,** Reggie Jennings

**Old Business:**

* Statements from Faculty Senate/Staff Assembly - Angie discussed how we, in conjunction with Faculty Senate, supported a statement that was directly related to the compensation deduction from 11.5 to 8%. Since Covid will only be temporary, we asked that the reduction also be temporary. Even though it looks like that’s not going to happen, any time administration takes something away from us, it’s important that we speak out, they deserve to have our input.
* Letter from Faculty Senate – Angie discussed that we had an opportunity to join in on this letter, however, the Executive Committee discussed it and decided it wasn’t representative of staff viewpoints across the board. She then opened the topic up for discussion.
  + Question - What part of the letter did we not agree?
  + Response – some information was outdated, some progress has been made with DEI, not where we want to be. We also did not agree with the vote of no confidence, staff overall has more confidence for the administration that does faculty, according to our recent survey. The original draft was a bit wordier and some of their demands were vaguer than what we wanted to present. It also stated that the draft was antagonistic, with which we didn’t feel comfortable; votes of no confidence are faculty produced, not staff. It was also stated that we didn’t have the resources we need, which the staff feels we do.
  + A statement was made that 50,000 people have been laid off in higher education, yet TCU has worked really hard to keep our families together. When people have left their positions haven’t been filled, and won’t be, but no one has been laid off as of this date. Transparency and retirement issues have already been addressed. Proud that we have tried to keep jobs for everybody and move forward.
* Virtual Town Hall Meetings – At the last VTHM, the Chancellor didn’t answer specific questions, but as a whole and he received a lot of negative feedback. The next Town Hall meeting will be held tomorrow. Sean Atkinson, Faculty Senate Chair and Angie each gets to ask 5 questions, which the Chancellor received ahead of time so he can be prepared. Time will be allowed for follow up questions. It was encouraged that everyone attends.

**New Business:**

* Theme for Semester – Angie announced that our theme for this year will be “Serving the Greater Good”
* Resolution for Trauma-Informed Care – This document was sent to all Staff Assembly members prior to the meeting. Basically, we’re asking TCU to take this approach as an overall philosophy over the course of this year. We’ll discuss here and then vote on at the next meeting
  + Question - How is this different?
  + Response - Being informed about what’s going on, not just an everyday occurrence. Covid has given us much more stress over a longer period of time. We have had five months of continued stress and we need to learn coping mechanisms and interventions. Also, the psychological trauma, meeting people where they are and referring them to more significant care when necessary. Also, the management philosophy that goes with this, supervisors need trained, will help us get through all the nuances especially once students come back on campus. It would benefit our overall culture campus wide and get us back on track.
* Update on Share Governance – Angie is having bi-weekly meetings with the Chancellor; in addition, they communicate at least 5 times a week. He is constantly seeking input on decisions. It is important that we email her our thoughts and concerns so she can share.
* DEI Initiative – Reggie Jennings is the DEI Committee Liaison – every committee is going to make DEI a special initiative within their own committee work. We will break out in rooms during our next meeting and start working towards those goals. If you have any questions or comments, please share this with Reggie.
* Covid-19 update
  + Work from Home – There was much discussion that Faculty members get a choice to continue to work from home, but the Staff is getting mixed messages. The Chancellor has stated that he doesn’t want anyone on campus that doesn’t want or feel safe on campus. That’s the philosophy, however the reality is a little different. Not all staff members can work from home – housekeepers, facilities, etc. If you can work from home, you must have your supervisor’s approval. Staff has just as much of a right as long as you can get your job done and within in the purview of their supervisor.
    - Question - are we going to get anything from HR about work from home? One staff member contacted HR and their request was denied.
    - Suggestion – it would be beneficial if we had a statement from the Chancellor or HR about work from home. Suggest that not only that your supervisor approves but if they don’t they give specific reasons why you cannot work from home.
    - Question - What is the process that we need to go through?
    - Response - We don’t know the process, we need to clean it up and have an easier logic flow for both supervisors and employees
  + Plexiglass – Heard that Facilities were telling people what they need and denying some areas. Angie brought that to the attention of the Chancellor and he said that if anyone feels they need one, they will get it.
  + Survey Results
    - Presentation – Angie gave a presentation of the survey results, the presentation will be updated and put on the Staff Assembly website.
    - Biweekly email from the Chair – Angie is having bi-weekly meetings with the Chancellor
      * Suggestion – that meeting minutes be sent to us after the meetings so we are aware of what’s taking place
* Atta Frog suggestions – housekeeping, facilities, IT (Help Desk)

**Announcements:** Next meeting will be on August 4, 2020 at 3:30p.m.

There being no further business the meeting was adjourned at 4:40 PM.

Respectfully submitted,

Cheryl Cobb, Secretary