



**Staff Senate Minutes**  
**October 10, 2018**  
**Memorial Union River Valley Room**

**Members Present:** Sarah Abentroth, Trinity Bohlman, Jessica Cadreau, Christopher Choate, Tyler Clauson (President), Chris Dingle, Emily Dougherty, Samantha Eastman, Kristin Ellwanger, Garrett Grasser, Carissa Green, Angela Holkesvig, Devona Janousek, Gregory Kelly, Brian Larson, Whitney Maine, Melissa Mager, Jeremy Mahlheim (Vice President), Janelle McGarry, Lani Moen, Tina Monette, Patricia Reed, Lori Schafer, Jayson Sharp, Courtney Souvannasacd, Zauna Synnott, Laura Vatsndal, Megan Wasylow, Kim Werner

**Members Absent:** Melissa Casanova, Jade Gourneau, Brenda Haugen, Kara Helmig, Kari Holter, Tyson Jeannotte, Jennifer Lunde, Jennifer Lynch Hurst, Amy Malheim, Brianne Melicher, Angie Morgan, Renee Nilsen, June Novacek, Jen Proulx, Lesli Risky, Teri Salwey, Pam Shea, Conrad Smith, Andria Spaeth, Carla Spokely, Austin Theisen, Kim Werner,

**Ex-Officio Present:** Peggy Varberg, Interim Director, Human Resources and Payroll Services

**Guests:** Connie Frazier, Executive Director, UND Housing and Dining; Cara Halgren, Vice President for Student Affairs and Diversity; Heather Wages, UND Special Affiliate

1. **Call to Order.** Clauson called the meeting to order at 1:03 p.m.

2. **Guests**

a. **Heather Wages – Free Speech Considerations for State Employees.** Wages gave an explainer on how state employees may exercise their free speech rights, in light of the election season and legislative session. Speech is limited in certain circumstances for state employees. Speech made in an official capacity by a state employee becomes speech of the state, so political speech is limited and must be approved. Use of state resources (including time) for political work is prohibited. A key question is how would a third party perceive an employee's actions? With regard to social media, the written word also is speech. The more you are associated with UND, the more speech can be associated with that role and the state would have an interest. Employees are not barred from political participation, but it must be when not on duty and in an individual capacity. Because speech is often situational, she encouraged employees to check in with her office if they have questions or concerns.

3. **Announcements/Question Period**

- a. **Professional Development and Networking** – Wasylow reported she has been advertising the Chamber's Business After Hours and Grand Forks Young Professionals Lunch and Learn events on the Facebook page. Both are October 18, and all are invited.
- b. **Coat Drive** - Green reported the student coat drive for Spirit Lake goes through October 25, and several senators mentioned drop-off locations, including Gamble Hall, Upson Hall, and the International Center (Student Union).
- c. **Denim Day** – Reed reported applications for Denim Day charities are being accepted through November 15. Information is on the web page, or see her with questions.

**4. Approval of September 12, 2018 Staff Senate Minutes.** Minutes were approved as submitted. (*Dingle/Wasylow/carried unanimously*)

**5. Business Items**

**a. Second reading Bylaws & Constitution changes** – Discussion on fundraising being shifted to Staff and Professional Development committee (31 Days of Glory to fund Seeds for Staff Success). Concerns from that committee that an undue burden might be placed on them. The intent was not to place all fundraising on that committee. If the parameters of raising money for staff development change, discussion/strategizing will occur in multiple committees, Executive Committee, and the full Staff Senate. Further discussion on why, philosophically, fundraising is being split from the treasurer, who also handles permitting for 31 Days of Glory, and similar responsibilities. Vote tabled.

**b. Family Friday Closure Initiative**

i. **Asking campus presidents to consider closing on the day after Thanksgiving as a way to make up**

ii. **All campuses and CTS in favor**

iii. **Presidents and Chancellor to talk about the feasibility at Chancellor's Cabinet meeting on 10/14.**

The Chancellor's Cabinet meeting was today (October 10). Clausen was on the conference call for the Family Friday item. Several higher ed institution leaders gave statements in favor of the proposal, and all campuses and CTS staff organizations had endorsed it prior to the meeting. However, Chancellor Hagerott stated it might be better to wait until next year.

**6. Officer Reports - as needed.** Please send officer reports to Green, as committees, meet for inclusion in future meeting packets.

**7. Staff Senate Committee Reports**

**a. State Employee Rec Week - Update on numbers, very successful events -**

Holkesvig recapped the events of the week briefly (full report circulated with agenda). The week was a success, and lots of feedback was received. A few suggestions were made and likely will be acted upon, including having coffee or lemonade at the pie social and brownies at lunch. Volunteers were thanked for their help and time, and Holkesvig and the committee were recognized for their excellent work.

Holkesvig also reported that because there are already 18 nominations for the USHine award, the usual request for nominees will not go out over StaffChat this month. Ranked-choice voting has been implemented. Suggestion to inform nominees who did not win and have timed out that they were nominated.

**b. 31 Days of Glory** – Discussed in 5.a. above.

**c. Seeds for Staff Success** – Discussed in 5.a. above.

**d. Tubs of Love** – Reed reported the tubs will be distributed at the November meeting and collected at the December meeting. Nineteen buildings participated last year, with the possibility of 21 buildings this year. If you still have a tub, please let Reed know – a few are missing. Charities are Humane Society and the Sunshine Memorial Home. As a recap, the Food for Thought Food Drive has wrapped up and exceeded expectations.

## **8. University Committee Reports - as needed**

- a. Legislative Affairs** – Souvannasacd reported the Staff Senate Legislative Committee was scheduled to meet on October 19 at 3:00 PM and on October 25 at 3:00 PM with invited guest, Senator Curt Kreun.  
Last January 2018 through May 2018, the University Legislative Affairs Committee planned a series of speakers which included State Board members and local legislators. The next ULAC meeting is Friday, October 12, from 11:00-2:00.
- b. Building Access Committee** – Has not met. (Dingle)
- c. Parking** – Has not met.
- d. Senate Budget Committee** – No report
- e. Grievance and Discipline** – Meeting on alternate Tuesdays to revise the Sexual and Gender-based Misconduct policy. Next meeting is October 23<sup>rd</sup> at 1:00 PM (Souvannasacd)

## **9. Suggestion Box**

- a.** I wanted to take a minute to appreciate Staff Senate for planning State Employee Appreciation Week! Even though I was unable to go to a movie on Monday it was nice to have the option. I also enjoyed the variety of treats at the social on Wednesday! Then I am not sure how anyone can complain about free lunch! I know these events are a lot of work and I am glad that someone took the time to plan all of this. Thank you!

## **10. Matters Arising/Open Discussion**

- **Next meeting** – Clarification that the next meeting will be November 14 from 9:00 to 10:30. Although the agenda was misprinted, a correct calendar reminder was sent.
- Wasylow reported that a video of September Staff Senate activities has been posted. Thank you to Maine and committee for the parade organization; decorating took only one and a quarter hours. Thanks also for all the donations of candy, chips, etc. A better method of filling the potato sacks may be needed next year.
- Vatansdal reported that at a recent CTS meeting they were informed that more than 100 people on campus per month send their Social Security or credit card numbers via e-mail, which is unsecure. She reminded everyone that this is an unsafe practice.
- Sharp expressed thanks for the Cirque du Soleil tickets.
- Vice President Halgren gifted new UND lapel pins to Staff Senators.

## **11. Adjourn** - With no further business, the meeting adjourned at 2:02 p.m.