

Staff Senate- Meeting Minutes

March 6, 2019

Attendees:

Excused:

I. ANNOUNCEMENTS/UPDATES

a. Upcoming meetings:

- March 20th in Education 113- President Foster and Lloyd Ricketts are the special guests set to review budget (not confirmed).
- April 17th in Business 204- (Back-up date for President Foster and Lloyd if they cannot make the March 20th meeting)

b. HR Report: Yvonne Catino, Senior Associate Director X3195

- Dependent eligibility audit was extended to March 29th.
- Educational Assistance Program is now available to ALL union and non-unit employees. Contact Krystal Corbett, (HR-Manager of Benefits), X3306 with any questions.
- 9 New Workshops- (including 4-5 offered in May-Aug), centered around talent management, employee development & labor relations.
- HR will be sending out a survey to assess job needs, and collect feedback on best time to schedule trainings/workshops and check on availability of resources.
- HR is working on setting up a calendar to send reminders on upcoming trainings and other development opportunities.
- Contact Yvonne anytime at X3195 with any recommendations/ideas that you would like to see offered.

c. Executive Board Update: Joe O'Brien

- Staff Senate elections coming up soon- looking for nominations for President and VP of Staff Senate. Joe's term is up as President, but he will be running again.
- WELCOME! New Associate Members:
 - Chinasa Thorpe, CCS Student Support Coordinator (Center for Student Success)
 - Jessica Lamboy, Assistant to CIO/VP IT (IT & Campus Safety)
- Ivonne Cruz is leaving Staff Senate but is willing to visit to provide OIDEI updates.
- Monica Jacobe is leaving at the end of June- email her for questions/information on VP of Staff Senate position.
- Staff Senate executive board will be meeting with the Cabinet to discuss the future of the College, and will present 4-5 topics. Please submit any feedback you have, that you wish to be included.

d. SDRC Report: Chris Larthey

- Staff Recognition Award nominees: 266 total submitted, including: SS members, faculty & student involvement staff.
- Ceremony scheduled to take place April 10th, at 3:30pm.

e. CPR Report: Carol Wells

- Working on updating the Staff Senate website and looking forward to recommendations from Staff Senate members.

f. Inauguration Committee Report: Jim Spencer

- Inauguration for President Foster will take place on May 3rd. It still has not been decided if classes will be cancelled.
- Electronic (email) invites will be sent out to the entire campus.
- The Inauguration committee is looking for volunteers (especially between 12 & 1:30pm, mostly to direct people to the Rec Center, where main ceremony will take place). If interested, please contact Mary Sanders.
- Seating for 1700 people (in Rec Center) & guest parking will be in Lot 5.
- Other viewing areas will be in Kendall Hall and Mayo Concert Hall.
- RSVP by April 10th!
- This event is also the kick-off for Alumni Weekend.

g. Special Events & Community Building: Rachel Lichtenberg

- Quizzo- March 28th, from 5-7pm in Traditions
- Trenton Thunder online link will be available in the next week or so, to purchase tickets. Students are encouraged to join as well.
- Food donations will be brought to Brower Student Center to put in the Store (TCNJ food pantry).

II. GUEST PRESENTERS

Office of Institutional Diversity, Equity & Inclusion: Don Trahan, Director of Student Diversity & Inclusion and Ivonne Cruz, Interim VP for OIDEI

OIDEI also includes:

Kerri Thompson Tillett, Associate VP/Chief Diversity Officer

Alex Holzman, Alumni

Meghan Sellet, Director of Disability Support Services

Dixita Malatesta, Learning Specialist Lion Plus Program, (DSS)

(Search committee convening this semester for VP of OIDEI)

a. Initiatives:

- Organizational Learning Theory: Improving *now* and examine why the office operates, look at what's existing and what is missing.
- Using feedback from campus climate survey (taken five years ago). Another one will be sent out soon.
- Understanding the TCNJ brand, and the community (at both a local and national level)
- Look at how we define diversity/equity/inclusion/cultural competence/sensitivity
- Culturally Responsive Pedagogy

b. Partnerings:

- Disability Support Services- (The scope of their services are not changing. Have over 800 students affiliated)
- HR for professional development
- Institutional Diversity Council
- Student Diversity Steering Committee
- Class room management- Every week Don meets with classrooms to develop critical conversations
- Lions Hour

Plans:

- Create a Learning Management System- one location for all resources.

- Speaker series + training and workshops- Individuals from different backgrounds come to the College to help us understand diverse perspectives.
- Use feedback from diversity advocates to share what the campus community is looking for.
- EEO investigations
- Affirmative Action Planning
- "I AM TCNJ"
- "A.I.I.R.": Accountability, Infrastructure, Incentives, Restructuring
- Bias Response Team: A confidential avenue for campus to share what is going on around campus (from microaggressions to major incidents), so that the Team can respond to campus climate trends.
 - The information collected will be funneled off to where it needs to go and victims will be supported and provided resources.
 - Serves ENTIRE campus, not just students.
 - Includes: Ivonne Cruz, Don Trahan, Beth Gallus, Tim Grant, Bill Keep, Student Government- Eashwayne Haughton, Faculty/Staff/Student Diversity Advocates.
 - If you see something, IMMEDIATELY report the incident to campus police, or file an online "Bias Incident Report" for bias/hate crimes.
 - Annual Reports will share the data collected: Type of incidents, timing & resolution.
 - The reports will be sent out more frequently, depending on how many reports are submitted.
 - Report is currently in the testing stage and will most likely be launched after spring break.
- A consultant will be coming in next month to work with OIDEI.

Events:

- April 10th is the second Annual Diversity Summit- On campus conference 9am-3(ends at 3pm, before Staff Recognition Awards)
- March 12th "Small Things Matter"
- BSC 216 @ 12-2pm:
 - March 26th
 - April 4th
 - April 18th
- Date and time TBA: Mercer County Prosecutors Office will identify/train on bias incidents vs. bias crimes

diversity.tcnj.edu

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