

Andrews University

Staff Senate

Minutes for meeting held May 11, 2020.

<p>Present: Lorena Bidwell, Chair; Erica Bradfield, Martin Bradfield, Laura Carroll, A’Lisa Sorensen, Brenda Francis, Steven Nash, Deby Andvik, Michael Nixon, Ben Panigot, Aimee Regoso, Mona Sarcona</p> <p>Regrets: Ashley Neu, Nestor Caceres, Daniel Johnson, Myrna Constantine, Jameson Bangkai, Janine Lim</p>	<p>Members Present</p>
<p>Steve Nash opened the meeting with prayer.</p>	<p>Prayer</p>
<p>VOTED the approval of April 13, 2020 Minutes.</p>	<p>Minutes</p>
<p>Michael did a great job at expressing the concerns related to staff that were identified at the April 13 meeting in an email to administration and in a conversation with Darcy De Leon. These included: rational for those being furloughed, hourly staff pressure for working off the clock and unrealistic expectations for remaining salaried employees.</p> <p>We want to continue to check in and reach out to others to see how they are doing. We also will keep the survey open for others to respond to. Darcy was very concerned with the things that we brought up. The furloughs significantly impacted our hourly employees more than salaried. Who will be most affected and how can we support them? How do we prepare going forward? As a senate, we will continue to monitor these issues.</p> <p>A concern was expressed and it was identified that five families had both spouses furloughed.</p> <p>Some furloughed employees have not gotten their first unemployment check. Payroll doesn’t have enough resources to help everyone that is having trouble.</p> <p>Related to the concern of the workload of those that remain and have to pick up the slack, we have to alter and manage the expectations. Michael feels that the administration has heard it but there may be a lack of clarity for supervisors within those areas.</p> <p>There is a question about perception of current workload by an administrator.</p>	<p>Updates</p>
<p>First virtual staff worship had about 37 people participating. Our next worship is this week on Thursday May 14 at 3:30pm. We are hoping that PMC’s small groups can provide some connection/interaction rather than the Senate trying to organize small groups.</p>	<p>Staff Worship</p>

What issues are you hearing from other staff?
 Some Senators reported feeling disconnected and have not been hearing back from the staff.

There is a continued source of tension related to the furlough process and timing and if it should affect some of the people that may have more work in the summer, particularly for Plant Services and Grounds who do a lot of work within the summer.

The College of Health and Human services says that they need to have modalities for both online and face to face. The Seminary is working on a virtual orientation for new students.

What does re-opening look like? A framework is being developed to know what reopening will look like which will hopefully be shared by the end of May. We need to share that we have plans to see the students in August but we don't want to be reckless. We have the right to change plans to open due to how the summer goes.

Why should I come back and what does Andrews University have to offer me? Some places are screening everyone that enters a building. Other ideas include having each person tested for COVID-19 and getting cloth face masks and hand sanitizer in a welcome kit.

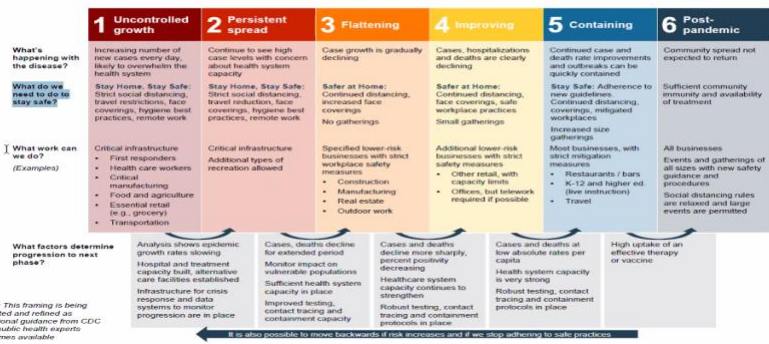
Michigan Safe Start plan says that if you can work remotely, do so through stage 4. A survey has been sent to supervisors for what their employees need to function so the plan can be customized.

Steve Nash is contacting building managers about building opening procedures such as testing water, electricity, electronics, etc.

Staff Issues

Ben Panigot shared the following diagram from Stay Safe MI document. We are currently in stage 3 Flattening.

Return to Work and Class Plans



We are looking at social distancing options for face to face instruction with virtual instruction available at the same time through zoom. Programs will be brought back in phases based on face to face instructional requirements.

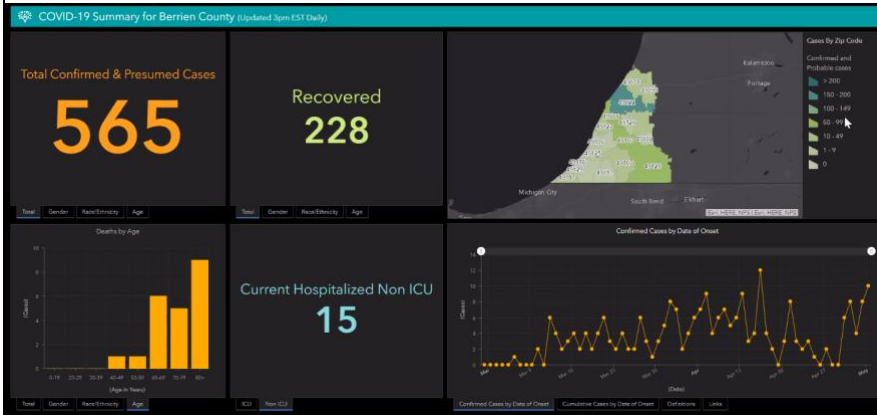
MOTION: The staff senate will extend the term of senators until at least September and reassess when the elections will be held.
Approved.

Worship through the summer is going to once a month.

Ben Panigot Shared:

Berrien County Dashboard

<https://berriencounty.maps.arcgis.com/apps/opsdashboard/index.html#/6d5dbc6f036d4568b4d5668c6e4c287f>



**Staff Senate Terms/
Elections**

Lorena Bidwell closed with prayer.

Next meeting July 13, 2020

5:35pm

Next meeting

Adjourned

Lorena Bidwell, Chair

Laura Carroll, Secretary