

**ASSOCIATED STUDENTS OF
IDAHO STATE UNIVERSITY
STUDENT SENATE MEETING
SHIRLEY SARGENT FAMILY BOARDROOM, PSU
7:00PM
APRIL 10, 2019**

CALL TO ORDER

Chair Sargeant, in the Shirley Sargent Family Boardroom, PSU, called the meeting to order at 7:00pm.

ROLL CALL

ASISU Secretary, Hannah Livermont, took roll. All Senators were present except Senator Breuker. Associate Vice President for Student Affairs, Lowell Richards, was in attendance.

PLEDGE OF ALLEGIANCE

MOVE TO APPROVE THE MINUTES FROM APRIL 3, 2019. Dhakal/Kay. Unanimous. **MOTION CARRIED.**
MOVE TO APPROVE THE AGENDA WITH THE FRIENDLY AMENDMENT TO ADD VAL DAVIDS AND CHES BARNES UNDER ANNOUNCEMENTS AND CORRESPONDENCE. Alvarez/Kinzel. Unanimous. **MOTION CARRIED.**

GALLERY QUESTION & ANSWER

ANNOUNCEMENTS AND CORRESPONDENCE

1. Deb Green- A total of \$58,100 in scholarships was processed for fall 2019. **MOVE TO APPROVE ASISU SCHOLARSHIPS FOR FALL 2019.** Kissoon/Kinzel. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

2. Dani Dunstan, Stacy Gibson, Stuart Summers, Brian Sagendorf, and Katie Thomas. Dani- in October, they were able to conduct an Employee Engagement survey to faculty and staff. Questions about topics such as level of engagement, morale, and inclusiveness of the environment were asked. The purpose of this survey was to determine the level of engagement among faculty and staff at ISU because when staff members love their job, they are more helpful to students. They plan to create a better working environment for employees who will then help students have a better classroom experience. Their presentation tonight is to let ASISU know about their progress and the kinds of barriers that prevent full employee engagement. They plan to conduct this survey regularly and keep ASISU in the loop. Students are the ultimate reason they have chosen to do this survey and take on this project. Their goal is to make sure Idaho State University has good staff, an inclusive and diverse environment, and a high standard where harassment is not tolerated. The survey lays out basic needs, what is expected of employees, and encourages support from managers and the team as well as opportunities to grow. It is a

strength based approach they want to expand at ISU. Other questions in the survey concentrated on equity, inclusion, and how people generally feel about working at ISU. She will now turn the time over to Katie to talk about the question on the survey, "Do you have a best friend at work?"

Katie- Often employees are discouraged from being social at work. However, studies have shown that when employee has a best friend at work, they feel safe and enjoy their job even more. While most people have friends at work, it is a little weird to say that you have a best friend at work. Again, there are lots of data supporting and showing the benefits of having a best friend at work. Those who have a best friend are more committed to their job. Dani- These are the types of teams ISU needs. They currently have work to do with adjunct and student employees. After the survey, they have identified areas where the University is doing well and other areas that are not doing so well. For areas going right, 85% of employees agreed that they know what is expected of them. 82% of employees felt that offensive behavior is not tolerated. 74% of employees feel satisfied with ISU as their employer. For areas needing improvement, only 38% of employees feel like they receive clear information about university-wide changes and 42% of employees receive clear information about changes within their own college. 51% of employees have confidence in senior administration. Katie- Only 35% of employees indicated they have a best friend at work. Their goal is to engage people in camaraderie but it will take a long time to build trust. Trust is built through small situations over time and there must be opportunities for to build that trust. Vice President Sargeant asked Katie if she has a best friend at work. Katie state that she does. Katie- Their goal is to make sure that employees are supported and are receiving feedback on a regular basis to help them grow. Unfortunately, only 51% of employees are receiving recognition and praise and that needs to improve. Stacy Gibson- The survey showed that 47% of employees can identify people similar to them in ISU leadership and 52% of employees believe that ISU has an inclusive environment. Dani- There are many employees who have concerns about salary equity. There are also workload issues between faculty, diversity, communication, etc. Communication is a huge area that needs improvement. The president's office recently began monthly emails to staff members and Marketing put together a faculty and staff newsletter. Different councils have been formalized in order to have a better flow of communication. President Schmidt is part of that flow of communication channel. Once a month, they meet with President Satterlee to have a good communication channel. Having all the deans of colleges meet with the president has been beneficial as well. Things being done to encourage camaraderie in the workplace include building friendships, holding different events, employee appreciation week, long-term presidential charters, etc. Katie- This is a long-term project but it will enhance performance and connect campuses. Stacy- An equity and inclusion commission has been created and will include students. It is set to be approved and roll out next fall. They are working to have bathrooms on campus to ensure that facilities are comfortable and inclusive for everyone. They also want to make sure that breastfeeding areas are consistent and that parents can use those facilities to take care of their children. They will identify more projects in the fall. Dani- They will launch an employee engagement task force in the fall and identify student employees to serve on this. It will be 1-2 hours per month and student employees serving on that committee will be paid to attend. Their goal is to improve engagement for faculty, students, and interns. They want to make ISU the best place to work and the survey will continue to track their progress. All of this data is broken out into employee categories on the website. President Schmidt asked if the survey touches on cliques. Dani- She doesn't think so but there are definitely internal communication issues with departments not talking to each other and a lack of involvement across campus. They need to make sure that all ISU campuses are included. Senator Kissoon asked if the survey collects demographic information. Dani- Yes. Questions include gender, age, department and employment category but they have not done much analysis of these factors. Senator Kissoon- Any time responses are broken down demographically there are variations and you can see different things. Dani- That is a good idea and they will get that going. Senator Marshall asked if the survey went out to just Pocatello employees or if all outreach campuses were included. Brian- The survey went out to all employees on all four campuses. Even Alaska participated in the survey. Stuart- It was for everyone who was on payroll. Dani- They

need better ways to encourage employees to respond next year. Senator Marshall asked if all of these different programs will be done on outreach campuses as well. Dani- Yes, all of them will be included. Senator Kay asked when they would like a nomination for the student employees to serve on the committee mentioned earlier. Dani- Because this is ASISU's last meeting, it does not have to be decided until the fall semester. Uma Shankar Medasetti asked if this specific to any employee. Dani- It is for all employees and Lyn Redington is looking at engagement from a student perspective. Vice President Sargeant- This is a well thought out process and he is excited to see what will come from this. He would like to see more best friends at work. Dani- They jokingly thought about calling the employee engagement task force the "Best Friend Group." She wished everyone good luck and a great summer.

3. Val Davids thanked ASISU for the hard work they've done this year. She enjoyed the meetings and she will miss those who are graduating, especially Vice President Sargeant because he is her employee. She will now turn the time to Julianne to talk about constitutional changes their club has made. Julianne Nguyen- The only change they made was to a section describing the elections process. If there is a lack of nominees for a particular position, the president reserves the right to appoint someone. Senator Marshall asked what happens if the person appointed by the President declines. Julianne- They are allowed to say no to the position and will not be forced. Senator Marshall asked if it was more of the President just encouraging someone to take on the position. Julianne- Yes. **MOVE TO APPROVE THE CONSTITUTIONAL CHANGES FOR PRE-PHYSICIAN ASSISTANT ASSOCIATION.** Alvarez/Marshall. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

Val Davids encouraged senators to attend the "Zero Shades of Grey" SAB event.

4. Ches Barnes- Game of Idaho State University Club-Idaho Falls was reactivated. Unfortunately, representatives of this club could not come to Senate because they have class during that time. As a result, Ches will be their representative. The club changed their name to Idaho Falls Gamerz Club (IFGZ). **MOVE TO APPROVE THE NAME CHANGE FROM GAME OF IDAHO STATE UNIVERSITY CLUB-IDAHO FALLS TO IDAHO FALLS GAMERZ CLUB.** Dhakal/Alvarez. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

Ches- They also have a new club here tonight to present. Brecklyn Sheldon- Their goal as a club is to help people who are not very comfortable with their writing as well as to inspire others to read more books. They call themselves, "Creative Writers Club of Idaho Falls." Senator Kisson- This is a great idea and he actually wanted to start a similar club on Pocatello campus. He may reach out to her to start a branch in Pocatello. Senator Marshall asked how club meeting logistics will go. Brecklyn- They plan to have a meeting every other week. She has created ways to improve writing as well as add new dynamics to avoid a stagnant voice in writing. They hope to publish their works someday. Senator Dhakal suggested they create a Facebook group to allow everyone to share ideas and writing prompts. **MOVE TO APPROVE CREATIVE WRITING CLUB OF IDAHO FALLS.** Kisson/Marshall. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

PRESIDENT'S REPORT

President Schmidt- Nothing to report other than please sign up to help at the Ice Cream Social for the President's Inauguration. There are still two empty stations.

CHAIR/COMMITTEE REPORTS

1. Senate Pro Tempore's Chair Committee, Senator Alvarez- A big thank you to everyone who came to the ASBSU collaboration. Despite technical difficulties, it went well and sparked a lot of interest. She is excited to serve ASISU next year and appreciates the opportunity to be Pro-Tem. She looks forward to working with the new senators and is grateful for the good year they've had as ASISU.
2. Finance Committee, Senator Kay- **MOVE TO APPROVE MEDICAL ASSISTANT STUDENT ORGANIZATION IN THE AMOUNT OF \$500.** Kay/Dhakal. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

3. Senate Rules and Appointments Committee, Senator Marshall- This week, she and Senator Stock

reviewed three bills. They do not have any concerns or complaints. **MOVE TO RELEASE BILLS 553, 554, AND 555.** Marshall/Kay. Unanimous. **MOTION CARRIED.** Senator Marshall thanked the Senate for trusting her to be the chair of this committee and for providing her the learning opportunity.

4. Outreach and Diversity Committee, Senator Kissoon- The conference they attended turned out to be a great experience. Only about forty high school students came but it was a lot of fun connecting with them. They purchased \$1,600 worth of Bengal gear including water bottles, hoodies, scarves, lanyards, etc. The Outreach and Diversity Committee will meet one more time to distribute everything as evenly as possible to senators to give out to their colleges. The point of this effort is to give gear to students, not just an immediate friend group. Senator Alvarez- This mirrors what Senator Bailey did this year when he distributed candy to the College of Pharmacy. He did an amazing job. Senator Kissoon- Please reach out to colleges and if anyone has ideas, let him know. For the rest of the semester, he will work on a bill to restructure the Outreach and Diversity Committee. He plans to send it Hannah very soon so that it can be on the agenda for next semester ready to discuss. Senator Kissoon reminded senators that checklists will be due soon. He has a ton of advice for the incoming senators that he would like to share since this is his last meeting. It is very important to take ownership in ASISU. Senators start out excited to make changes and to improve Idaho State University but if they do not step up, it will never get done. Senators should find their community because within ASISU, there is always at least one other person willing to be on their team. If ASISU is going in an undesirable direction, there is strength in senators coming together to make a change and a senator should never feel like they have to go with the flow. Think about the big picture because often, senators get narrow minded. Always remember that at the end of the day, ASISU represents a tiny University so it is important not to neglect anyone outside of ISU. Senators should never be afraid to restructure. ASISU is alive and is reborn every single year so do not be afraid to change things. In the past, ASISU created new line items such as ELC, which turned into something even bigger. New committees and office positions should be added but senators must listen to the needs of ISU and they should try to fulfil those needs. Boise State University has an ethics committee so maybe ASISU should form one too in order to make sure they are being ethical and inclusive. Last semester, he tried to get someone to market and be in control of social media in behalf of ASISU. The biggest piece of advice he can give is for senators to learn everything they possibly can. Having knowledge makes things possible. Eni and Lowell are in the office and are here to mentor and help. They know everything and whatever idea a senator comes up with, they probably have an even better idea and an efficient way to execute it. ASISU needs people who are willing to stay and run again. Senators should run for different positions to gain more experience because they will gain a massive amount of leadership skills. Professionalism should never be underestimated and a conversation should be had on how professional ASISU would like to be. Members of ASISU are stewards and guardians. They receive a million dollars each year from student fees and because of this, ASISU should be good stewards and protectors. They are called to serve ASISU. ASISU officers should drop their ego, be quiet, and listen to the institution to know the needs of ISU. Senators should not agree and go with the flow just because it's easy and they want to go home. They should argue and ask questions. It is never a burden to stop the meeting to ask questions. Senators should assert themselves if they ever feel that things are going sideways. Never be silent.

OLD BUSINESS

1. Bill 555, Hearing of Matched Deposits- Reading by Senator Kissoon. **MOVE TO APPROVE BILL 555.** Kissoon/Kinzel. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES

CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

2. Bill 554, Matched Deposit Report- Reading by Senator Marshall. **MOVE TO APPROVE BILL 554.** Marshall/Dhakal. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

3. Bill 553, Finance Agenda- Reading by Senator Marshall. **MOVE TO APPROVE BILL 553.** Marshall/Stock. Roll call.

NYELE ALVAREZ-YES
SANDEEP DHAKAL-YES
DEEPA GURUNG-YES
HIRA HAMID-YES
CAMDON KAY-YES
KRYSTOFF KISSOON-YES
ASHLEY KINZEL-YES
SANDRA LOZANO-YES
DAMARA MARSHALL-YES
JEANELEE STOCK-YES
AMIR THAPA-YES

MOTION CARRIED.

4. Senator Alvarez- Next week, she will write additional bills to make further changes to the Finance Committee. These bills will be presented at the first Senate meeting of fall semester. Senator Marshall- Senators who have not shared a fun fact about themselves on the Facebook page should send it to her. Vice President Sargeant thanked Senator Marshall for improving the ASISU Facebook page. When senators give out Bengal gear, they should send pictures to Senator Marshall so she may post them.

NEW BUSINESS

GALLERY QUESTION AND ANSWER

Lowell Richards recognized Secretary Livermont for all she has done for ASISU and expressed his appreciation.

OTHER

ISU FIGHT SONG

ADJOURNMENT

MOVE TO ADJOURN. Marshall/Kay. Unanimous. MOTION **CARRIED.** ASISU Secretary, Hannah Livermont, took roll. All senators were present except Senator Breuker. Meeting adjourned at 8:05pm.

**ASISU VICE PRESIDENT
TALON SARGEANT**

**ASISU SECRETARY
HANNAH LIVERMONT**