

# Andrews University

## Staff Senate

*Minutes for meeting held April 13, 2020.*

<p><b>Present:</b> Lorena Bidwell, Chair; Erica Bradfield, Martin Bradfield, Laura Carroll, A’Lisa Sorensen, Brenda Francis, Steven Nash, Deby Andvik, Janine Lim, Michael Nixon, Ben Panigot, Aimee Regoso, Mona Sarcona</p> <p><b>Regrets:</b> Ashley Neu, Nestor Caceres, Daniel Johnson, Myrna Constantine, Jameson Bangkai,</p>	<p><b>Members Present</b></p>
<p>Lorena Bidwell opened in prayer</p>	<p><b>Prayer</b></p>
<p>VOTED the approval of March 9, 2020 Minutes.</p>	<p><b>Minutes</b></p>
<p>Ben – Health is still good. Michael-Cousin in NY got covid-19 but he is recovering. His cousin’s mom may have it too. Steve- Glad that this is now instead of January where we can take walks. Sitting more at home and working more and more. Deby-Working at least as much as I was in the office. Laura-Family at high risk are all doing well Martin-Family members copilot had covid-19 and went into quarantine. So far he has no symptoms.</p>	<p><b>Blessings</b></p>
<p>Michaels family member is recovering, Mom who is working in the health professions. She is committed to health practices. A’Lisa- Residence hall student’s grandma passed away, a residence hall student’s brother has cancer and has covid and cannot precede with treatment until covid-19 is gone. Laura- sister in law working on navy ship where others have contracted covid-19 Deby- One faculty has contracted covid and is in the hospital.</p>	<p><b>Prayer Requests</b></p>
<p>First question: Negative: Pay cuts/financial concerns, unemployment application process and uncertainty, feeling isolated, fear/anxiety, stress balancing work and family. Positive: time for new hobbies and family, good support from ITS and other campus departments.</p> <p>What areas do you feel that the staff senate could assist with: Macs can do fine with VPN but may need extra IT help with. Prayer, hope and interaction More communication and timeline Rationale behind the furloughing Feelings of stress, trust issues about work and management issues.</p> <p>Get caring connections more at the forefront to help staff/faculty. May want to make sure that there is someone representing housing on the</p>	<p><b>Committee Reports</b></p> <p><b>Reviewed Survey results</b></p>

<p>committee for caring connections as they work through requests. Are we able to give an extension for staff for rent if they live on campus? They are waiving late fees.</p> <p>Student workers that are residents of MI can also apply for unemployment. International students are not eligible.</p> <p>\$600,000 from the Federal Stimulus should come in by Wednesday but then there are applications and then distributions. Is it for full time / part time students?</p> <p>The “disruption” worship is for the entire campus. We may want to have a staff worship even just once before the end of the semester. There is a sense of lack of connections and a need for encouragement.</p> <p>At the Zoom employee meeting on April 1, we were able to accommodate up to 500.</p> <p>Have the worship component with breakout rooms to allow interaction and then go into staff meeting. Have an activity connected to the worship that builds on hope and encouragement. Then have each group share when we get back together.</p> <p>Communication is critical to show that we are being transparent and that HR is learning as they go along and that sometimes that just don’t know.</p> <p>A time each week that we designated to pray (one in the morning and one in the evening). Start with a staff worship.</p> <p>Perhaps have grow group style meetings for staff. Would need some volunteers to lead out in some meetings. These would be topics based including work related topics. Good contacts for small groups: Rodlie Ortiz and Pastor Ben’s wife Brianna Martin. Send out a survey on different topics for the staff to decide which one we should do.</p> <p>Supervisors can contact HR to add to the list of essential workers for access to their office.</p> <p>Conversation about expectations. Work load expectations for partially furloughed and those that were not furloughed is a problem. Partially furloughed and fully furloughed staff need to know what they can or cannot do during this time. Communication needs to happen to let people know what they can do. Can furloughs be reviewed especially for those that are doing enrollment for Summer and Fall?</p> <p>How do furloughed 100% people work with the worship time?</p>	
<p>Rational of furloughs and trust</p> <p>Workload Expectations with concern for furloughed hourly workers being asked to work unpaid and those remaining who carry 150-200% loads</p> <p>Caring connections and financially affected</p> <p>Group zoom meeting for worship and staff meeting</p>	<p><b>Summary To Work On</b></p>

Smaller topic based (grow type) groups	
Steve Nash closed in prayer.	<b>Other items</b>
Next meeting May 11, 2020	<b>Next meeting</b>
5:35pm	<b>Adjourned</b>

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Lorena Bidwell, Chair

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Laura Carroll, Secretary