

Please submit notes from your group's discussion below.

Record low morale - feeling sad about destruction of some disciplines

Love for SFSU in spite of everything

Uncertainty for financial future, difficult to understand budget and budgeting decisions at every level

Challenge of ableism needs more focus

Need for better communication

Flaws in hiring, esp w regard to teaching load of institute faculty

- Issue Staff Morale
 - Staff have to find ways to find time to take care of themselves.
 - With the help of planning at all levels, yes; calendars are there to guide and support the work done on this campus so that we can factor in professional development, breaks, adequate and uninterrupted meal periods, and no need for working more than scheduled; work/life balance is crucial when it comes to physical health and mental wellness
 - Prioritize things that are important for the institution
 - Related points
- New GE requirement clarification (timetables, what do we need to do)
- DEI Move
 - Students upset about DEI student centers being moved (accessibility, loss of privacy especially for undocumented students, current set up is casual easy to drop in, new building/setting less inviting)
- Care team for students
 - What does that process look like, and for when we just don't know what is happening but don't have any specific alarm, how do we outreach to student – don't want them to fall through the cracks when they don't respond to us, some positions have been lost who did some of this within colleges, Care form doesn't seem to be as useful
- Animals on campus
 - Increasing numbers of animals on campus, using hallways as bathrooms, do we have rules or guidelines or ?
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Group 6

Our group talked about the need for (1) more avenues for students to share their concerns with the Senate and it would be good to know how our decisions affect students, from their perspective; (2) greater communication and sharing across campus, to find out how they are experiencing and managing the challenges happening in the university, perhaps some mechanism can be devised for this;; (3) clarification of the budgeting process (something that became evident from the staff and faculty office hours with the UBC Steering Committee), as

different colleges approach things differently and colleges need to pick up the discussion after Academic Affairs budgeting processes are explained at the higher level.

Staff- Increased workload and decreased morale. Would be great to have stronger staff voice on Senate, and perhaps joint meeting with Senate and Staff Council. Staff are not compensated for Senate service; could there be incentives for staff to serve? Perhaps outlined in Senate policy.

Faculty- uncertainty and increased workload, also the division of T/TT and lecturer faculty. Recurrent low morale. We should be working to retain faculty rather than hiring new faculty. Faculty tend to request compensation for additional workload but staff do not have that option. Perhaps more communication across categories is needed.

The early retirement buyout represents non-strategic attrition, which causes anxiety about what may happen, especially since those positions go away when the people leave. As compared to strategic hiring for positions that are essential.

Students- would be great to have student voice return to Senate.

Group 3:

- New Faculty/Staff/MPP/Student orientations and what those processes are and what information is shared
 - Opportunity to create forum for new folks to meet each other and others on campus periodically
- Reasonable accommodations and workload for students and faculty

Group 1

#1 – Staff & Faculty Morale Low

- Staff Morale – Feel very overworked and not enough time to complete
- Faculty Morale – Feel unheard and do not have enough agency
- The work won't go away going away – need to restructure and re-prioritize
- We need to take time to care for ourselves
- Prioritize actions and processes important for the institution.
- Determine what can be done to drop some things entirely.
- Pairs with Board of Trustees' discussion – Do less with less

#2 – University-wide Culture Mindshift

- We all can get stuck to our processes; we need to make changes.
- Address students' needs now – determine relevant degrees and skills.
- Restructuring how work is being done – sharing of staff and faculty across units.

- Even if people are not vocal, people are adjusting as best they can!

#3 – VSIP (Voluntary Separation Incentive Program) Progress

- People have been completing – about 50 applications; mix of staff and faculty
- Still have until April 30th to apply – still too early to determine success of program
- Whether amount allocated (\$3.5 million) will be reached depends on who is participates.