

**University Council Minutes
Eastern Oregon University
~ Held Virtually by Zoom Session ~
March 9, 2021**

Present: Luke Aldrich, Haaven Carlson, Justin Chin, Colleen Dunne-Cascio, Bill Grigsby, Auburn Isaak, Jerred Jolin (non-voting member), Kaycie Lane, Rae Ette Newman, Vitor Pedrosa, Kyle Pfaffenbach, Keegan Sanchez, Taylor Smith, Nathan Smutz, Miked Tarkong, Samantha Wegerman, Katelyn Winkler, Wilson Zehr

Also present: Lori Baird, Karen Clay, Michael Fields, Kate Gekeler, Lyle Henderson, Ed Henninger, Lacy Karpilo, Nancy Knowles, Ella Maloy, Bennie Moses-Mesubed

Presenter	Agenda Item	Discussion	Action and Outcomes
Chair Pfaffenbach	Call to order	Chair Pfaffenbach called the meeting to order at 3:16 p.m.	
Chair Pfaffenbach	Approval of Minutes	<p>Miked Tarkong made a motion to approve the minutes of the February 9, 2021 meeting and the February 23, 2021 work session. Samantha Wegermann seconded.</p> <p>Discussion: Nathan Smutz noted that his comments were omitted from the 2/23 work session notes under the agenda item on DEI Volunteer Training Effort. The draft minutes of the 2/23 work session are revised to include a comment from Nathan Smutz that reads: "Do no harm with the training recommendations."</p> <p>Vote with revision to 2/23 work session minutes: The motion unanimously passed. Keegan Sanchez abstained from the vote.</p>	2/9 & 2/23 Minutes Approved
Chair Pfaffenbach	Action Item: Call for DEIA Engagement - Strategic Plan Goal 4, Obj. 2	<p>Chair Pfaffenbach presented a final draft of the template to Call for DEIA Engagement by EOU Staff and Students. This document would be used in our communication effort to spread the word about this initiative. He emphasized that engagement in this training is voluntary and that the list of recommended trainings is not an exhaustive list, but offers possibilities for a place to start. This list can be modified and updated as we receive feedback and learn about additional training resources. Further information shared by Pfaffenbach in response to questions:</p> <ul style="list-style-type: none"> • Students are included in this effort as DEIA work is everybody's work. Students may be aware of trainings that we may not be aware of that we can then add to the list. 	

		<ul style="list-style-type: none"> • Trainings engaged in by students in their DPD courses can count toward this initiative. <p>Nathan Smutz expressed concern about the quality of some of the trainings on the list, specifically noting the poor test/retest reliability of the Implicit Association Test (IAC), and stated that we should have some standards for the training that is recommended. Pfaffenbach asked UC if it wants to be the body to vet this list? Or if we should ask the Diversity Committee to review the list? The list identifies at the top that it was compiled by the Office of Student Diversity & Inclusion. We don't claim that there is no controversy or dissent over some of these listed offerings. Bill Grigsby responded that he doesn't think UC wants to be the arbiter and he reiterated that this training is voluntary. Pfaffenbach noted that waiting until the list is further refined will postpone our communication launch and delay the impacts of this effort. This list can continue to be refined and evolve as we receive feedback and suggestions. Michael Fields, Diversity Committee Chair, commented that this initiative will help EOU achieve compliance with HB2864 by documenting our institution's engagement in DEIA training.</p> <p>Colleen Dunne-Casio made a motion to approve the Call for DEIA Training Template. Bill Grigsby seconded the motion.</p> <p>Discussion: Vitor Pedrosa commented that he wants to be sure that this remains voluntary. At one point a comment was made that this could become part of staff evaluations, which would then no longer be voluntary. Pfaffenbach responded that this effort is completely voluntary. UC does not have the authority to make this a requirement for employee evaluations. Due to some concerns expressed about some of the recommended trainings, Pfaffenbach stated that while it is not in the motion, the minutes are to reflect that we are in agreement that the Recommended List of DEI Trainings is not static; that it will grow and evolve over time.</p> <p>VOTE: With 2 Nays by Vitor Pedrosa and Nathan Smutz, the motion passed by a majority vote.</p>	Call for DEIA Training Template is approved.
Chair Pfaffenbach, Taylor Smith	Action: UC & Campus Compact - Strategic Plan Goal 4, Obj 2	<p>UC next considered whether it should be the touchpoint for Campus Compact (CC). Taylor Smith provided a summary of the 3/1 conversation with Carmen Brewton Denison and Keela Johnson of Oregon Campus Compact. CC would help us create an equity roadmap for our institution to create structures and policies that encourage a culture of belonging. Rather than our DEI work being transactional and occurring in silos, it would be integrated throughout the organization and its processes, leading to transformational, systemic change. UC, in collaboration with the Diversity Committee (DC), is in a position to be a catalyst for change at the institution with the help of CC. Chair Pfaffenbach presented this idea to the DC at a recent DC meeting. DC responded favorably, noting that this would help with the DCs goal to increase DEI training and engagement across campus for compliance with HB2864. While a couple of concerns were raised at that DC meeting, including the changeover in UC members, this work can be effectively passed on to the next UC leadership. The change in members can be an asset as it brings in new energy and fresh ideas.</p>	

		<p>Bennie Moses-Mesubed shared that as a person of color, she faces discrimination on a daily basis and that this DEI work is important to her. Discrimination happens all the time but it is normalized. She advocates for UC serving as the touchpoint with CC. She appreciates UC for having these hard conversations. Colleen Dunne-Cascio spoke in support of UC working with CC. She suggested that UC, DC, and CC work together as a 3-fold in this DEI work. Questions were asked to further clarify the definition of “touchpoint”, how this relationship would function, and what it costs. This will not cost EOU anything additional over the annual membership fees that we have been paying. CC has grant monies to fund their efforts in bringing greater DEI resources into rural areas. By touchpoint, this would be who on campus would meet monthly with CC. Does it make sense for the UC Chair, the DC Chair, and a student to be that touchpoint? Vitor Pedrosa agreed, stating that DC should definitely be involved. He suggested that a committee be established to meet monthly with CC. Pfaffenbach commented that elevating our CC work and relationship to the level of UC and having monthly report outs at UC is a big deal. We can make that happen.</p> <p>Nathan Smutz and Keegan Sanchez both shared their concern about some of CC’s critical social justice work. Nathan suggested that the most unhealthy distortions are wrapped up in subsections of social justice work and he personally has real concerns about adopting this as our predominant paradigm for DEI at EOU. Keegan noted that some of CC’s resources and information is concerning to him and he does not think it is beneficial to be a member of CC and does not want this relationship further formalized. An example of what makes him uncomfortable is the resource information from the Southern Poverty Law Center and the use of the term “white supremacy culture”. Additionally, Keegan suggested that he knew there were other students that share his same discomfort with Campus Compact, but provided no evidence in the form of votes from a representative body or a poll, simply that he had heard this in discussion. Pfaffenbach and Colleen Dunne-Cascio both responded that this is one piece of our DEI work and does not encompass it all. It appears CC can really help us because they do this type of work. Colleen suggested that we be strategic in our motion to say “third party” instead of specifically CC. We want to develop different types of partnerships and this less restrictive motion would allow for that. Pfaffenbach responded that the option to partner with other DEI parties is always on the table. What we are considering today is specifically about formalizing a partnership with CC because we think it would be mutually beneficial. Does UC want to be involved in a process with CC through the rest of this year?</p> <p>Justin Chin made a motion for UC to move forward with a partnership with Campus Compact to develop DEI trainings and a framework to move forward. Miked Tarkong seconded the motion.</p> <p>Discussion: Pfaffenbach asked if the motion could be revised to include: “This will be led by UC, DC, and a representative of the students.” Justin agreed to that revision.</p>	
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Chair Pfaffenbach	<p>Action Item:</p> <p>DEIA SP Excerpts Relevant to UC</p> <p>- EOU SP Goal 4, Obj. 1&2</p>	<p>UC next considered whether to formally adopt the list of DEIA Strategic Plan excerpts relevant to UC's DEI work on Goal 4, Obj. 1&2. This list was compiled by Chair Pfaffenbach and is in line with UC's adopted 20-21 Guiding Intentions for Goal Oriented Action. This list can be used by UC as a framework for how to move forward on the DEIA SP. UC's ideas for DEIA need to tie back to this SP.</p> <p>Luke Aldrich supports using this list but asked why a vote is necessary. Let's just use it. Pfaffenbach responded that in an effort to be as representative as possible, he would like to have a formal vote to clearly document the councilmembers support for or opposition to this list.</p> <p>Colleen Dunne-Cascio made a motion that we adopt the DEIA Strategic Plan Excerpts Relevant to UC as compiled by Chair Pfaffenbach as a guide for UC's DEI efforts and actions. Samantha Wegermann seconded the motion. With two nays by Keegan Sanchez and Nathan Smutz, the motion passed with a majority vote. Vitor Pedrosa abstained from the vote.</p>	<p>DEIA SP Excerpts Relevant to UC approved.</p>
Luke Aldrich	<p>Information Item: 3/2 Faculty Senate Report</p>	<p>See the attached report. Due to a shortage of time, Luke Aldrich did not provide highlights of his written report and no UC discussion took place.</p>	
Karen Clay	<p>Discussion Item: Library Proposed Amendments to EOU Constitution</p>	<p>As Karen Clay had to leave the meeting, Ella Maloy provided information about the Library's proposed changes to the EOU Constitution. The Constitution includes a provision stating that the Library is to maintain records of the UC, FS, and EPCC meeting minutes. The library has not done this since 2007/2008 and proposes that this provision be removed from the Constitution. Ella further advised that her position is responsible for storing the minutes on a Google Drive and linking them online. Angie Adams performs this function for the EPCC.</p> <p>Chair Pfaffenbach stated that we want to ensure that these minutes remain public and stay available and asked if different language should be proposed about how these minutes are being archived. This item will return to UC for vote in April.</p>	

Lyle Henderson	Discussion Item: B&P Committee's Proposed Amendments to EOU Constitution	<p>Lyle Henderson, Chair of the Budget & Planning (B&P) Committee, reviewed the proposed amendments. The B&P Committee is proposing two additional student members and that non-student members terms increase from 2 years to 3 years. For further details, see his Explanation for Proposed Amendments</p> <p>There was some discussion related to the 3-year budget cycle and that new member terms do not match this cycle. Every year members rotate off and new members on. However, having that extra year to serve provides greater continuity of knowledge. Vitor Pedrosa suggested that perhaps students should also be asked to serve three years. This topic will return to the UC in April for action.</p>	
Kate Gekeler	Information Item: CS's Informal Movement on Positivity	<p>Chair Pfaffenbach invited Kate Gekeler to return to UC to provide an update on Classified Staff's "Looking for the Good" effort. Vicky Hart helped with developing a draft flyer about the initiative. Kate reported that this initiative is continuing to spread. This is an easy initiative as it is just about making the effort to be extra nice and recognize others for extra kind behaviour as well. We could consider creating a contest with awards.. Elkhorn Media has also engaged in its own "Looking for the Good" campaign and perhaps we could partner with them in some way.</p> <p>Pfaffenbach noted that this effort addresses some of the breakdowns in relationships that we saw in the GCTWF survey results. Kate asked UC for help in brainstorming ideas for fun team building activities to bring us closer together. Pfaffenbach asked UC to be thinking about this and this will be discussed next month. In the meantime, everyone is encouraged to recognize others doing good work and let them know how awesome they are.</p>	
Keegan Sanchez	Information Item: Committee Mtg Times & Student Schedules	This agenda topic was tabled until the next meeting due to a lack of time.	
Chair Pfaffenbach	Information Item: GCTWFS Draft Report - Goal 4, Obj. 1	<p>Chair Pfaffenbach asked UC to review the linked draft GCTWF Survey Report and make edits and comments directly to this document. Discussion was tabled until the next meeting due to a lack of time.</p> <p>Nathan Smutz advised that he and Wilson Zehr plan to go back to the prior years' UC work on the high-impact/low-impact list of solutions for Goal 4, Obj. 1&2 and will consider how that might</p>	

		intersect with the GCTWFS results. Pfaffenbach requested that this be formally submitted as an agenda item using the UC Agenda Item Submission Form.	
Chair Pfaffenbach	Adjournment	Meeting adjourned at 5:05 p.m.	

Minutes submitted by Ella Maloy & Kyle Pfaffenbach.