William & Mary Staff Assembly Meeting Minutes

Wednesday, November 10, 2021

The November 10, 2021 Staff Assembly meeting was held via Zoom. The meeting was called to order by Sonya Worden, Staff Assembly President, at 10:03am.

Abbey Childs conducted roll call via chat and a quorum was established. See attendance sheet.

**Ground Rules**

* If you’re not speaking, stay muted.
* If you need to speak, raise your hand.
* Be respectful and courteous

**Approval of August Minutes**

* Motion to approve by Candice Vinson.
* Seconded by Elisabeth Merrifield.
* Approved by vote.

**Officer Reports/Updates**

**President’s Report – Sonya Worden**

* SA leadership has been meeting regularly with Chris Lee and have been working in conjunction with PPFA leadership to revise the Development Support Fund
* BOV report being compiled by Shannon White (PPFA President)- report covers the overall feeling of stress and fatigue, the added stressor of open positions and the lack of flexibility as we return to pre-pandemic operations
  + BOV meetings are next week

**Activities & Events – Nina Earl, Chair**

* Food drive for House of Mercy
  + Pick up Friday at 1pm—could use assistance transporting donations
* Stocking Stuffers for Salvation Army
  + Next Friday at 1pm
* Have group volunteer opportunities Dec 15, 16, 17 (8:30-12 or 12:30-4) for help with Christmas Market
  + [Doodle poll sign up](https://doodle.com/poll/2kax4thgr6wmv79i?utm_source=poll&utm_medium=link)
* Looking for people fluent in Spanish to help support the Spanish-language Christmas market on Dec 20
  + [Doodle poll sign up](https://doodle.com/poll/utaagd6t866usks8?utm_source=poll&utm_medium=link)

**Policies and Issues – Kris Marshall, P&I Chair**

* Discussed bereavement policy—PPFA is also talking about this policy
* Kris will reach out to Debbie Howe to get some updates from HR and the Policy Advisory Committee

**Elections and Nominations—Tamia Rudnicky, E&N Chair**

* No updates currently, the committee will meet in January

**Report on Black Faculty & Staff Forum updates – Arielle Newby**

* The Black Faculty & Staff Forum will have an interest meeting on Tuesday, November 16th from 11:00 AM - Noon via Zoom. Come meet current officers and discuss challenges facing W&M's Black community. Let's revamp and refresh W&M's Black faculty & staff affinity group. This meeting is open to BIPOC faculty and staff, as well as allies. Registration Link: https://cwm.zoom.us/meeting/register/tJMtcu2vrzgoEt1ZtMZ-aiGhW7K3raMvprT6

**Report on Students & Fall Semester – Ginger Ambler, Vice President for Student Affairs**

* Student Affairs
  + Thematic areas deal with different areas of student experience:
    - Campus Living – move-in, housing
    - Health & Wellness – Student Health Center, the Rec Center, and the Wellness Center, etc.
    - Student Success – Center for Student Diversity, The Haven, the Writing Resource Center, Care Support Services, Enrollment Services, Student Accessibility Services, etc.
    - Career Development – Cohen Career Center
    - Student Engagement and Leadership—all the student clubs and organizations, partner with agencies in the Williamsburg area and globally for volunteer work, Sadler Center
* Who are W&M students today?
  + Gen Z, accomplished, entrepreneurial, globally aware and diverse, sense of civic awareness (high degree of volunteerism and service), more connected to their parents and families than previous generations of students, social networkers, confident in their academic abilities, but low social self-confidence, mental health issues are a major concern for college students, amplified by the pandemic, meaning and purpose are important to them, especially for future planning.
* Celebrations
  + Highly vaccinated student body
  + High mask compliance
* What has COVID meant for student life?
  + Campus Living—contactless check-in for move-in day, hybrid orientation programming, intentional 1:1 check in conversations, remote mentoring (STEP)
  + Student Success—Academic support, Emergency Support (HEART Fund and CARES Act Fund), Virtual Family Engagement
  + Career Development- Care calls and advisor appointments, virtual career fair
  + Health and Wellness—wellness classes available online, Ways to Flourish podcast, Healthy Together initiative, Tele-medicine and tele-therapy
  + Student Leadership & Engagement—transforming outdoor spaces (Adirondack chairs, tents, fire pits).
* Q&A
  + What silver linings have come out of COVID?
    - Campus transformation and a new emphasis on health and wellness
    - Better leverage of outdoor spaces

**W&M Athletics Update – Brian Mann, Athletic Director**

* Student athlete experience is at the heart of what the Athletic Department does
* Athletics can be a unifier for the community, students, staff, alumni, etc.
* Released Gender Equity Review- identified 22 areas where the department is working to improve
* Q&A
  + What is your management style?
    - He wants to hire great people and create an environment where people can do their best work.
    - 2 qualities he looks for are energy and curiosity
    - Management is removing obstacles and getting out of people’s way so they can do their best work
  + What is the biggest challenge you’re facing?
    - Mental health of student athletes, especially given the loss of community space during COVID

**Open Discussion**

* Expressed desire for a staff section at games
* SA Water Cooler next week on 11/17 at 2pm—Becca Marcus from the Wellness Center will be there to talk about mindfulness and self-care.
* Next SA meeting is Dec 8th at 10am.

**Meeting adjourned at 11:01**