

Staff Senate Meeting February 7, 2019
President's Boardroom 14th floor Saratoga

Call to Order

Brought to order by President Hillary Edwards

Attendees

Voting Members: Rachel Beaudry, Colette Beaulieu, Steven Boggs, Kent Buckingham, Mikki Coleman, Hillary Anne Edwards, Sharese Essien, Christina Fenwick, Mary Beth Gallico, Sarah Hokenmaier, Susan Holt, Carl Jackson, Nicole Miskimon, Janet Nance-Richardson, Kristy Novak, Kaya Smith, Yan Sun, Lois Warner

Alternate Members: Kevin Watson, Mary Phelan, Janet Thomas

Absent Members: Riham Keryakos, Malinda Hughes, Emma Schmidt

Minutes

- No change
- 1st Colette Beaulieu then 2nd by Lois Warner

Welcome Guests

- Dameon Carter, Assistant Chief of Police
- Mark Emmel, Director, Organization and Employee Development, HR
- SOM

Public Safety (February 4, 2019) - Assistant Chief Carter

- Victim and suspect were known to one another (romantic in nature)
- Suspect felt he was scorned when the break up happened in 2017 and planned revenge
- Purchase a weapon shortly before the shooting
- There is a plan in place to make changes on security it is still ongoing
 - o There is an expert within the department that is evaluating security
- Security starts with what the building managers and deans relying how to secure the building
- It was not true of the fire alarm being pulled in order to get the person to come out
- The alert of subside was not done in order to focus on the safety of the campus and employees.
(Keep staff away)
 - o We should have let the people know that it was ok for people to go back into the building. "That was our fault"
 - o We are putting measures in place to make sure this does not happen again.
- OPEN DISCUSSION
 - o Communication Issues
 - Concerns of timeliness and wording
 - No danger alert tells you that there is no current danger, but police activity
 - The purpose of the alert communication is to let know about if there is a threat not of the actual details. A press conference was held to go over the details.
 - o Security Process
 - The directory of security's responsibility: responsible for those that are work the security desk, staff, and any employee in the department that does not hold a gun

- The shooter was able to enter the building but not able to go further into the building
- The handicap doors access is not something we cannot change due to federal laws
- Badge access seems simple as flashing a badge that could not be yours is something that could happen.
- The public safety should have the ability to make decisions on when guards are posted. As of right now the schools and building managers make the decisions on when guards should be posted in the building.
- Work with people on how to address people not letting others in behind them.
- The timing of the UMB alert was late. Suggestion on a stock message so that the alert can be readily available.
- “There was a perfect storm”, meaning there was multiple incidents happening at the same time.
- A person saw incident happened, felt there was danger at the time it occurred.
- Suggestion on enforcing wearing IDs
- Security officers are there to report they don’t have any guns or mace for protection.

Climate and Engagement Survey (Mark Emmel)

- Add on onboarding a requirement of wearing badges
- Add information on the security board to not let others in the building behind them
- Climate survey will launch Feb 18 - March 18 encourage people to respond
- Professional development day is June 11th. Registration will open around March. Theme is Cultivating Workplace Civility
- Thank you Matt for the MOU print (Nicole)

Civility Campaign (Mary Beth)

- What is asked of the senate about the campaign: title, message, and what to pledge
- Ad hoc committee for the civility campaign is requested
- Will email to the group the document

Adjournment

- Meeting was transitioned to a closed meeting to perform an executive session.
- A motion to adjourn the meeting by Mikki Coleman, seconded by Sharese Essien

Minutes submitted by: Kaya Smith, Secretary