



AS Management Council

Tuesday, October 21, 2014

4:00 p.m. VU567

Members: *Present:* Chelsea Ghant, Chair (VP for Business and Operations); Morgan Burke (AS Business); Josie Ellison (AS Communications Director); Sadie Normoyle (AS Environment & Sustainability Programs Director); Ana Palma Gutierrez (AS Ethnic Student Center Program Support Coordinator); Cooper Anderson (AS KUGS Program Director); Hannah Brock (AS Personnel Director); Camie Herk (AS Productions Director); Patrick Eckroth (AS Representation & Engagement Programs Director); Samantha Goldblatt (AS Resource & Outreach Programs Director); Ashlyn Doltar (AS Club Coordinator)

Advisor: Lisa Rosenberg (Assistant Director of Student Activities)

Secretary: Emma J. Opsal (AS Board Assistant for Internal Committees)

Missing: Morgan Haskins (AS Publicity Center Account Executive); Will Jones (AS Outdoor Center Equipment & Bike Shop Coordinator); Abigail Ramos (AS Review Editor-in-Chief)

Motions

MC-14-F-1 *To approve Management Council minutes from October 7,2014. Passed*

Ghant called the meeting to order at 4:06p.m.

I. Review "Rules of Operations"

Ghant stated her speaker list was effective at the previous meeting. Ghant also suggested limiting a speaker to 3 times to speak on a subject, to decrease echoing. Burke felt a happy medium was best, depending on the issue at the discretion of the chair and to allow those with more of a stake in the given topic to express themselves more fully. Herk also suggested snaps to signify agreement until ditto cards were available.

II. Activities Calendar

- a. Alcantar-Soto was not present to continue discussion of the proposed Activities Calendar. Discussion was tabled until she was available to attend.

III. Open Positions

- a. Personnel Committee Representative

Ghant reminded the council how Palma-Gutierrez was appointed as Personnel Representative for the summer at her discretion, and suggested she continue as representative. There was discussion of how to nominate a representative, including doing it via email, or in person. Burke also mentioned the need for communication between the council members, so people would not be nominated without their knowledge. She also asked if for the sake of time to have the election at the time, as it had been on the agenda, and people could not nominate themselves. Ghant stated she was just explaining it now, so the members could think about their nomination. Burke

mentioned the pitfalls of email, and how there could be communication problems that way. There was also mention of a function to have a vote over email. Ghant was okay with having the vote that day, as quorum was present and a vote was possible. Ellison stated they felt it was best to keep the position open, so all members could be informed of the election and the position. Palma-Gutierrez was going to sit on personnel committee meetings until the election occurred at the following meeting.

b. Management Council Vice-Chair

IV. Fall Staff Development Debrief

Ghant opened the floor to discussion of Fall Staff Development. Herk mentioned ASP had their own debriefs, and how it had been brought to her attention coordinators were not able to go to their offices during normal business hours, and plan events during the course of two weeks. She suggested giving more departmental trainings in the first few days, or separating training between the whole AS and departments. Brock asked for more clarity, whether she had meant the issue was in either the first week or the second week. Herk said it had been both, as ASP requires a large amount of time to pull together programming for the first week of school. Burke mentioned a time limit for departmental trainings to give coordinators and directors a more substantial timeline, and specify what times trainings were and what times were for office hours, and suggested ending earlier, so there was a more substantial time to plan the first week of programs. Brock asked if the council had liked the less training heavy second week structure. Ellison suggested small staff offices to have a different type of trainings, as many of the things on the schedule were not pertinent to their office. Brock liked that suggestion, thinking about separating programming offices from more internal offices. Goldblatt mentioned how in the ROP there had been a discussion about how useful the challenge course was to the training, and if it had been a positive aspect of training. The point was also brought up how some people had felt unsafe at the Challenge Course for a variety of reasons, such as how it could have felt to some less challenge by choice, the separation of people from those they were working with, and how there had been issues of pronouns. Ellison suggested there be more options than just the low ropes course, and including the water recreation options available at Lakewood as another options. Normoyle suggested at least the name games should remain in the day, so there could be some interdepartmental mingling. Burke suggested one large group activity, as she felt it was important to keep the mingling as Normoyle had suggested, but agreed it was not necessary to keep the staff mingling throughout the day. Burke also lauded the diversity training, in its progression. Brock mentioned how there had been intent to familiarize the departments with the challenge course, as some do use it throughout the year, but how the issues brought up by the council were completely true and there were some issues that had been brought to her about it, including calling out people who felt called out over not participating. Burke mentioned how a large group activity had been used in the past, but also how it had felt like there was not as substantial of a sense of community at the beginning of the day. She suggested a whole day on diversity, lauding the track it has been heading over the course of the past few years. Ghant mentioned it was excellent to have, especially as there had been dissent in her group, and she thought it good to discuss such opinions in an open space. Ellison asked for feedback on B.R.A.V.E/Kognito, as they felt it took a bit too much time from the rest of training. Doltar suggested spending more time, as it was very limited, and needed more

exploration. Normoyle mentioned there were computer troubles, and that was no one's fault, but would have liked there to have been more debrief of the program. She did also mention how there had been problematic aspects of the program, and how it could be improved in the future. Eckroth mentioned his office felt the strictness of the program decreased the value of the training. Goldblatt felt it could have even been triggering, due to the subject matter, there should have been an option to opt out so staff could choose not to participate. Ghant suggested giving the staff notification of the upcoming piece, as even with the survey the day before, there could have even been some triggering aspects to the training. She did mention how a level of discomfort was okay in some instances, but it was something that should come at personal discretion and not be given to staff without warning. Herk suggested adding a more departmental section, as the types of situations vary by department. Palma-Gutierrez agreed with Herk, stating how division could be more effective, as putting staff members in their respective offices would give them more of a sense of being able to help each other. Eckroth mentioned how it felt friend based, instead of organizational, and it did not give as much help as one catered to an organizational perspective would have been more successful. Burke mentioned maybe it could have been better to enforce the leadership positions on campus, and how staff could take it into their personal lives. Burke mentioned Strengths Quest, thought it was cool, however more ablest and not entirely inclusive, and cautioned how to move forward with it. Herk told how in the past ASP has done in the own office, and how she felt it was more effective in that setting, as they would be working with everyone in the office, but not the entire staff. Burke lauded Casey Hayden for doing the training, and suggested giving him slightly more authority in that space and when giving that training. Herk appreciated returning staff did not need to attend as many trainings, and wondered why so many summer staff members had to attend, and how some summer staff members were possibly frustrated by the repetition of the trainings they had already gone through. Brock did explain how whether or not summer staff members had needed to attend trainings was at the discretion of the director of each department. Brock said she would look into it, as Herk's point made sense to her. Burke loved the nametags, and the differences in the colors to distinguish returning staff members from new staff members, and how the staff was held accountable for their own nametags. Ghant loved the shirts. Herk asked about the flash-mob, mentioned how it was almost forced, and how turnout was low at the info fair. Ghant mentioned how it was not accessible to everyone, as not everyone is comfortable with dancing. Ellison asked for suggestions the AS could have presence at the info-fair outside of the flash-mob. Goldblatt suggested a scavenger hunt, to get students to familiarize themselves with AS employees, with prizes available. Ghant suggested emailing Brock ideas for the future.

V. Office Update

Normoyle started, mentioning upcoming events in the Environmental and Sustainability Programs office and Environmental and Sustainability Center, and how they were working with the Office of Sustainability to showcase the ways in which sustainable living is possible on campus, such as sustainable cooking, as well as a mock dorm to showcase a more sustainable way to live on campus November 13. She also mentioned an upcoming clothing swap in tandem with the showcase mentioned above. There was also mention of an Environmental club summit to trade ideas on the environment, with food, a Keynote speaker, and forums for the clubs. She hoped to include one more event

before the end of the quarter, a documentary showing about the XL Pipeline in Texas. After her update, Normoyle left. Anderson was training 40 people to DJ on KUGS, and what KUGS is and does in the AS. There was mention of the 40th anniversary of the KUGS becoming a radio station, and a concert to commemorate, and this fact. There is also mention of Viking Radio Theater, and how they were working together to create an inclusive show. Ellison said the Communications office was business as usual, and creating calendars and making sure the correct information was being distributed. They mentioned how doing all events on Orgsync was an issue because they would have to double enter all of the AS events. Ellison also mentioned the MyWestern site's traffic was up 100% in comparison to the previous year. Goldblatt explained how hiring was still going on in the ROP, and a Social Issues Resource Center kickoff was planned for the following Wednesday, a social activism info fair type event, and how there was going to be tabling to discuss cultural appropriation and how not to dress offensively on Halloween. Additionally she mentioned open calls coming up for "the Vagina Memoirs," and the women's center literary magazine "Labyrinth." Eckroth discussed events coming up for the REP, including cookies and committees, and how all committee members were welcome to come. Additionally there was mentioned a lobby training day for all students who were going to attend Viking Lobby Day, and other lobbying days. There was also a "Rock the Vote" to celebrate the upcoming election, alongside musical guests, and local political figures. Herk mentioned ASP's Shriek Week movie series to celebrate Halloween, as well as Last comic standing, which was in the works for November. She also mentioned how her office was working in tandem with KUGS and the REP for the cosponsored concerts mentioned above. She also mentioned the current and upcoming gallery shows, and the normal weekly things in the Underground coffee house. Brock mentioned the upcoming Mid-Quarter Development, a mixer. There was also mention of hiring, including some reopening of work-study positions proving difficult to fill. There was also some brainstorming of an optional service day for the whole AS. She mentioned staff appreciation was still occurring, and how one of her assistant directors was in the process of determining how to present that. Ghant mentioned how etiquette lunch had gone well, and how she had been involved in Compass to Campus and talked to the children in attendance about involvement on campus. She also mentioned trying to formulate a plan to put academics first, rather than the student first way of the past. Burke mentioned the Budget office going about their typical business, and how Budget Tracker was working, and how she was going to send out emails so all staff members would have knowledge of their budget process. She also mentioned the work-study, and their new presence in the office. Doltar talked about hiring the Club Specialists, and their progression within the office through training and new projects. Palma Gutierrez talked about the ESC conference the prior weekend and its success. She also lauded how the Halloween table mentioned by Goldblatt had been initiated from within the ESC. She also announced a new ESC club, the Hmong club. There was also mention of collaboration with Normoyle.

VI. Next Time

VII. Minutes Approval

MOTION PC-14-SU- by Ellison

To approve the October 7, 2014 Management Council Minutes

Second: Burke

Vote: 10 - 0 - 0 Action: Passed

VIII. Adjourn

The Meeting was adjourned at 4:59p.. m.