

**STAFF COUNCIL MEETING MINUTES** - Wednesday, January 21, 2026 - Closed Meeting**Ex Officio Members Present:** Jessica Li, Sam Bethel, Andrew Palos, Corey Kowalaczyke**Voting Members Present:** Mosha Ainsley, Christopher Witte, Daniel Tayakin, Emily Gove, Gustavo Cabezas, Hannah Ogden, Jordan Demos, Kellie Samson, Kimberly Bruno, Madeline Meininger, Sara Rinaldi, Selin Ozguzer, Stephanie Heim, Vincent Hom, Ifeoma Nzerem, D. Perez-Sornia, Lisa Mayorga, Tyler Marie Weber**Voting Members Absent:** Tina Ricafrente**Non-Voting Members Absent:****Guests in Attendance:** Staff Members

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**Welcome/Roll Call (Determination of Quorum)/Approve Staff Council Meeting Minutes for November and December– President (12:01-12:07)**

- Meeting called to order at 12:01 PM by the Staff Council President.
- Notice made that the meeting is recorded for note-taking purposes.
- Bylaws state meetings are open to all staff including the President's Cabinet and Leadership Team and there will be a Q&A/open discussion session during the meeting for all staff in attendance.
- Staff Council Member roll call conducted: 21 present, 1 absent, quorum reached.
- Approval of Staff Council Meeting Minutes for November and December meeting.

**Motion**

- Meeting minutes from the November and December 2025 meeting were approved. The motion to approve November minutes was made by Vincent Hom. The second motion was made by Daniel Tayakin. Motion carried.
- The motion to approve December minutes was made by Sara Rinaldi. The second motion was made by Madeline Meininger. Motion carried.

**Updates from Executive Board – President (12:08- 12:45)**

- Ifeoma - Accepted role at another institution. Her last day was on January 2, 2026. Chris Witte will assume the vacant chair position she leaves behind.
- Although the President has a runway for a two year term, Jessica will finish her term after 1 year.
  - Jessica will continue as a member of the staff council.
  - The presidency role will be available for the next election cycle.
- Shared governance listening session with the search firm for the CFO and VP role.
  - Listening session attended by staff and faculty members.
  - Three recruiters working with the university Recruiters have a diverse experience between finance, cfo and jesuit searches.
  - Opportunities to submit input on what would make an ideal candidate
  - Timeline is to have candidates for interview by end of March, interviews in April and a selection made by May
- “Work Flex” Working Group
  - Kimberly Bruno, Madeline Meninger and Tiffany are staff members apart of the group
  - The goal is to develop best working environments for university in order to provide a recommendation to leadership to create a consistent policy.
  - In person, hybrid and remote settings will be studied and finally provide a recommendation to leadership to create a consistent policy.

- Future includes surveys and listening sessions.
- Group Activity to create a consensus of understanding where the council temperature is at.
  - Community building activity lead by Jessica
  - Community activity leads into problem solving session.
    - With upcoming concerns of layoffs, the request is to make university led/sponsored support to make the potential off boarding of staff members more palatable and better equip them to enter the job market.
    - UC 402 and UC 403 are booked for hyflex meetings for upcoming staff council meetings.
    - Staff council will arrange brown bag meetings in the staff lounge.
    - Future idea is for staff council to organize events so staff can use their day of service together.
  - Listening Session with President Aceves in December included ideas about task forces to create a new vision for the university. Attempts to gain insight from the community to re-think how the university is operating.
- Break out Rooms with subcommittees
  - Subcommittees were tasked to create plans for the semester. Meeting times, topics, and questions.

### **Update on the Staff Council Subcommittees – 12:45 - 1:00 PM**

- Subcommittees tasked to plan for the semester.
  - **Awards and Recognition - Emily Gove**
    - 40 responses to recent award/recognition survey sent
    - Will review options before presenting to departments.
  - **Communications - Selin Ozguzer**
    - Preparing February newsletter
      - newsletter will include election information.
  - **Elections & Governance - Hannagh Ogden**
    - Starting election cycle.
    - New messaging for nominated candidates & general notification for staff about the upcoming elections.
  - **Inclusion, Diversity for Education and Accountability - D. Perez-Sornia**
    - IDEA will meet every 3 weeks this semester.
    - Review staff training with AI Tools
    - Develop education on what it means to be unionized/unionizing.
  - **Campus Accessibility and Safety - Chris Witte**
    - Developing ideas for the semester.
  - **Professional Development - Maddie Meininger**
    - Develop professional development focus on career progression at USF and the ability to pivot out of higher education.

### **Update on Other University Committee(s)**

#### **I. New Business/Q&A/Open Discussion**

#### **II. Announcements**

#### **III. Meeting Adjourned at 1 PM by Staff Council President**

**Next Meeting: Wednesday, February 11, 2026**

Full schedule on [staff council webpage](#)

**SUMMARY OF MOTIONS**

- Approval of November and December minutes

**SUMMARY OF ACTION ITEMS**

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