

STAFF COUNCIL MEETING MINUTES - Wednesday, November 12, 2025**Ex Officio Members Present:** Jessica Li, Sam Bethel, Andrew Palos, Corey Kowalaczyke**Voting Members Present:** Mosha Ainsley, Christopher Witte, Daniel Tayakin, Emily Gove, Hannah Ogden, Jordan Demos, Kellie Samson, Madeline Meininger, Sara Rinaldi, Selin Ozguzer, Stephanie Heim, Tina Ricafrente, Vincent Hom, Ifeoma Nzerem**Voting Members Absent:** D Perez-Sornia, Gustavo Cabezas, Vincent Hom,, Kimberly Bruno,**Guests in Attendance:** Staff Members

Welcome/Roll Call (Determination of Quorum)/Approve Staff Council Meeting Minutes 11/12/25– President (12:03-12:06)

- Meeting called to order at 12:03 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: 14 present, 4 absent, quorum reached.
- Approval of Staff Council Meeting Minutes for 10/8/25 meeting.

Motion

- Meeting minutes from the October meeting were approved. The motion to approve was made by Daniel Tayakin. The second motion was made by Selin Ozguzer . Motion carried.

Updates from Executive Board – President (12:07-12:10)

HR Monthly Updates

- Active Searches: VP Development and CFO (No new updates)

Shared Governance Meeting

- Meeting with President Aceves, Provost Fung, Faculty Union and Part-Time Faculty to discuss shared governance
 - Debrief of the town hall meeting was a major highlight of the meeting. President is invested in gaining the trust of the community even if ideas for fixing problems are slightly uncomfortable.

General Updates

- President's Office website now includes Cabinet Meeting Agendas
 - <https://myusf.usfca.edu/president/cabinet-meeting-agendas>
 - Shows what topics are being discussed at cabinet meetings

Update on the Staff Council Subcommittees – Vice President (12:11-12:39)

- Elections & Governance (Daniel Tayakin, Chair)
 - Voting on ByLaw Amendments
 - Motion to adopt two amendments to staff council bylaws
 - Change election nominations from March to February so March elections can occur
 - Extending Staff Council President term from 1 year to 2 years.
 - Other executive board roles will remain unchanged
 - Election processes will remain unchanged (anonymous online ballot)

- Motion passed unanimously without discussion
- Awards and Recognition (Sara/Emily)
 - The subcommittee determined goals for seeking input and advice.
 - [Awards & Recognitions Ideas](#)
 - Participation in the survey would be helpful, please share.
- Communications (Kellie Samson, Chair)
 - November newsletter went out yesterday, still early to review analytics of the newsletter
 - Over 50% open rate, and over 100 clicks on survey
 - Future newsletter will highlight Campus Accessibility and Safety subcommittee.
 - Subcommittee wants to open up on the did you know section on the newsletter to use underutilized benefits of USF employees.
- Inclusion, Diversity for Education and Accountability (D. Perez-Sornia, Chair)
 - Debriefed over the ICE event “What to do if ICE Appears on Campus” with the support of Professor Bill hing
 - Intention was to better understand the University’s position on what employees should do if ICE appears.
 - 120 attendees (split virtual and in-person) for the event and a large in-person turnout as well.
 - Next event is November 20th, is online only
[\(https://usfca.zoom.us/webinar/register/WN_MjXqY19GScGy7wsLCKP9qw#/\)](https://usfca.zoom.us/webinar/register/WN_MjXqY19GScGy7wsLCKP9qw#/)
 - What we can do to support undocumented staff and students in the community
 - What resources exist outside the campus.
- Campus Accessibility and Safety (Ifeoma Nzerem, Chair)
 - Collaborated on the ICE events for both the previously held and the November 20th workshop.
 - Will be in communication with the Office of Staff Disability Services
- Professional Development (Maddy Meininger, Chair)
 - Subcommittee continues to push survey on the state of professional development opportunities staff have available to them.
<https://docs.google.com/forms/d/e/1FAIpQLSfMNA2-zEd4YoEBdJle3JZcvTX9rDL2ybKAJhJOijDXQKhCkA/viewform>
 - 50% increase from last meeting.
 - New year will have a more comprehensive review of the survey results.

Update on Other University Committee(s) (12:40-12:48)

UBAC – Elisabeth Merkel

- Last meeting was October 23rd. Taken up mostly by President Aceves’ visit.
 - Meeting centered around transparency around financial health, enrollment challenges and efforts to stabilize financial aid and tuition planning
 - Indications were made to move to an earlier timeline for tuition and financial aid notifications.
 - Highlighted ongoing work to improve operational efficiency through a university wide vendor review which is already producing savings.
 - Office of Planning and Budget also reviewed the budget assist process
 - The budget assist process opened on October 1 and has closed on November 7. UBAC plays a role in reviewing submissions.
 - <https://myusf.usfca.edu/planning-budget/planning-resources>

[Federal Updates Task Force](#) - Kellie Samson

- Monitoring changes at the federal level and how it might impact USF

I. New Business/Q&A/Open Discussion (12:49-12:55)

Open discussion time set aside for Staff Council members and attendees to raise issues, ask questions, and make suggestions

- Potential Spring Workshops (Ifeoma & Lisa)
 - Institute for Nonviolence and Social Justice workshops with Allegra Chen Carroll
 - Determining if one or two workshops are needed.
 - Part of the challenge is to determine how this is applicable to staff.

II. Announcements (12:56)

HSP Presents: [Sound Healing Bath](#), Nov 13, 12 - 1 PM, McLaren Complex

III. Meeting Adjourned at 12:57 PM by Staff Council President

Next Meeting: Wednesday December 10, 2025

Full schedule on [staff council webpage](#)

SUMMARY OF MOTIONS

- Adopt two amendments to staff council bylaws
 - Change election nominations from March to February so March elections can occur
 - Extending Staff Council President term from 1 year to 2 years.
- Daniel Tayakin Motioned, Sara Rinaldi seconded, Motion passed unanimously.

SUMMARY OF ACTION ITEMS

- n/a