

STAFF COUNCIL MEETING MINUTES - February 11, 2026

Voting Members Present: Christopher Witte, D Perez-Sornia, Emily Gove, Gustavo Cabezas, Hannah Ogden, Jordan Demos, Kelli Samson, Kimberly Bruno, Lisa Mayorga, Madeline Meininger, Sara Rinaldi, Selin Ozguzer, Tina Ricafrente, Tyler Marie Weber, Vincent Hom

Staff Council Members: Andrew Palos, Jessica Li, Corey Kowalczyke, Sam Bethel

Voting Members Absent: Ainsley Mosha, Daniel Tayakin, Stephanie Heim

Guests in Attendance: Staff Members

Welcome/Roll Call (Determination of Quorum)/Approve Staff Council Meeting Minutes 2/11/26– President (12:00-12:07 min)

- 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: 19 present, 3 absent, quorum reached.
- Approval of Staff Council Meeting Minutes for January meeting.

Motion

- Meeting minutes from the January meeting were approved. The motion to approve was made by Gus. Second motion was made by Kimberly Bruno. Motion carried.

Updates from Executive Board – President (12:07-12:17)

- **Updates from HR**
 - Budgetary discussions include cuts
 - More details will be included in the open discussion of this meeting
 - CFO/VP search is ongoing.
 - Go USF Go Move Challenge is ongoing through the rest of the month of February. USF is in competition with other Jesuit universities for fun.
 - WorkFlex Working Group - The Flexwork Initiative is chartered to assess, **refine, and recommend a sustainable framework for flexible, hybrid, and remote work arrangements for university employees.** The goal is to establish a campus culture that embraces presence as an essential element in the university's commitment to educating the whole person. The goal is to build a culture that fosters meaningful engagement, empathy, and collaboration and is responsive to the evolving needs and well-being of all its members. Timeline: ~8 month project
 - **Objectives**
 - 1. Assess Current State: Identify how hybrid and remote work are meeting the needs of the unit and the university.
 - 2. Develop Institutional Framework: Establish clear philosophy's and develop policies, eligibility criteria, and operational guidelines that meet the needs of the unit, supporting units and university.
 - 3. Enhance Tools and Infrastructure: Evaluate technology, workspace, and training needs toward the goal necessary to achieve our vision and purpose in this time.
 - 4. Measure Impact: Define success metrics for performance, engagement, and equity.
 - 5. Recommend Implementation Strategy: Deliver a university-wide Flexwork model with phased rollout recommendations and evaluation metrics.
 - **Flexwork Initiative Working Group Staff Reps**

- Kimberly Bruno (FT Staff) - kbruno@usfca.edu
 - Madeline Meininger (Remote) - mameininger@usfca.edu
 - Tiffany Beeler (OPE) - tbbeeler@usfca.edu
- Tina from ITS has joined us to talk about the retired computer program.
- Shared governance meeting is scheduled with President Aceves next Wednesday.
- Board of Trustees meeting will occur at the end of March.
 - Subcommittees will be submitting reports for presenting at this meeting.

Update on the Staff Council Subcommittees – Vice President Sam Bethel (12:17- 12:37)

- **Awards and Recognition – Emily Gove**
 - Processing recent survey on feedback how staff want to be recognized and potential awards
- **Communications - Tina Ricafrente**
 - Recent newsletter is highlighting the elections and governance committee members
 - Communications subcommittee will be highlighted in March
 - Working with Elections and Governance to send out election information to broader staff.
- **Elections & Governance - Hannah Ogden**
 - Virtual Open House on February 20th, 12-1PM
 - Nominations are ongoing - 53 unique candidates so far, goal is to have 80 candidates
 - requirements include at least 1 year of service at USF and must be a staff member, not faculty.
- **Inclusion, Diversity for Education and Accountability –D. Perez-**
 - Ongoing projects include
 - Union forming education - as a method of information for staff members
 - As reviewed by e-board of staff council by-laws that staff council is not permitted to discuss collective bargaining ideas.
 - Advanced Degrees - collaborating with faculty to discuss staff members experiences
 - Pursue AI information and policy about how AI will be used on campus
- **Campus Accessibility and Safety - Chris Witte**
 - Plan to work on ‘advertising’ campaign about safety tools available to staff, i.e. shuttle services
 - Considering survey to determine what is important to staff
- **Professional Development – Madeline Meininger**
 - Synthesizing results of survey.
 - Working on offering trainings with campus partners for those who may be facing employment insecurity as a proactive measure.

Update on Other University Committee(s) (12:38- 12:44)

- University Budget Advisory Council (UBAC): Elizabeth Merkel
 - UBAC meeting in January was cancelled, next meeting is week of February 16th
 - UBAC was working on the budget assist process which was worked on in December
 - Budget assist requests were reviewed and feedback was delivered to leadership
 - Two types of requests can be made, discretionary and non-discretionary.
 - President’s Survey has been distributed which is gathering cost reduction ideas from the entire community
 - Ideas have been collected, summarized and shared with UBAC.
 - UBAC has delivered feedback on those survey ideas.

I. New Business/Q&A/Open Discussion (12:45 -12:59)

- Federal Updates Task Force - Kellie Samson
 - Updates are coming to myUSF Federal Updates Task Force page
 - Upcoming July 1st for changes on grad student loan rates
- More information and clarification on cost reduction movement by university
 - Each division will be deciding how they will be managing their cost reduction decisions
 - Divisions will meet with HR to make sure there is no bias in potential decisions
 - Staff council needs to communicate what best practices leadership should use in the case of a lay off.
- Jessica sent out a survey to gather more information and ideas about how staff council can support during this period of uncertainty.

II. Meeting Adjourned at 1:00 PM by Staff Council President

Next Meeting: Mar 11, 2026

Full schedule on [staff council webpage](#)