

starting date keeps getting pushed back, and the end date keeps getting moved up making the summer schedule shorter and shorter. The day after Thanksgiving was taken away. The staff is treated with little to no respect. Treated more as robots instead of a human being. There is no humanity; the compassion, kindness and empathy has been lost. WFH schedule would be a great incentive and good for the morale, especially now with the high cost of gas; also bringing back family unity. Please edit the wording as you see fit. Thank you.

- #Managers should be using their state titles; not Stockton's local titles; #Management is not represented by any union--they can be hired and fired at the administration's will; #Leadership Council does not offer management with a real voice about campus-wide concerns
- The executive committee is too strong- SENATORS should bring issues to the floor- execs do not vote- just sit back and listen and keep things organized
- I would like the Staff Senate to represent and be comprised of non-faculty and non-managers only. Ideally, it would give voice to the voiceless. Managers have amplified voices already and greater access to the upper management. Staff experiencing hostile or punitive bosses would not be likely to share their voice at a meeting where management was present. Faculty have their senate, managers have a leadership counsel and an amplified voice, staff are the only ones without a real voice here, let's start with just non-management staff. I would support lower and mid managers starting their own group, just not adding on to "staff".
- In Article VI and all other relevant areas I am opposed to senators serving "without term limits". All senators should be subject to a maximum term limit of 2 consecutive full terms. After serving 2 consecutive full terms, prospective senators should be ineligible for a period of 1 full year.
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- Thank you all so much for your work in putting this together! It's unclear if and how managers are able to participate in Staff Senate. Article V. Membership outlines that managers are included in the electorate. Article VI, section II.A. Senators first says the opportunity "shall be extended to all members of the electorate" but then includes the phrase "...that is governed by a bargaining unit", which would exclude managers from being eligible. It would be great for managers to have a voice on Staff Senate since this group of individuals is not protected by any union and often feels silenced and unable to deliver constructive criticism and feedback. I hope there will be an opportunity for managers to be eligible to run for a Senator position on Staff Senate.
- Why is there no hybrid work from home schedule in place yet?
- I am skeptical that it will be taken seriously vs. faculty's input.
- Article V, Number 5: I think Assistant Dean, Associate and Director level staff, who are not governed by a bargaining unit (AKA "middle-management") can hold membership in staff senate, but not positions of leadership. While their work can sometimes identify more with staff concerns, they also take on administrative roles here at the university creating policies and procedures shaping the lives of the "general staff". So there is a potential conflict of interest for these leadership/middle-management positions. While this "middle management" positions may receive challenging direction from the administration and critique from their staff, they are often placed in a challenging position without their own union protection. In addition to representation on staff senate, I would also support these managers to form their own collective bargaining to create a more powerful voice on campus.

Article V: Do you support

- Due to the difficult environment of my division, I did have concerns as a professional staff member about upper managerial inclusion, however, upon attending the town hall and gaining a better understanding about the broadening of our senate and strength, I do believe that the categories presented in the membership are justified
- Shared governance seems to have been thrown out the window

- I'm all for everyone having a voice but my concern is the current climate of the institution and significant challenges student affairs currently has between management and staff.
- President's Leadership Council should be consider as not eligible (although assume most fall in the other non eligible categories)
- will support if management is not included in membership
- Article V: No. 5 States Asst. Deans, Deans and Director Level Staff who are not governed by a CBA are allowed to join. This may be a conflict to those in Unions. I see Directors and Assoc. Directors closer related to the staff senate concerns, but see Deans and Asst/Assoc. Deans as more closely related to the administration. A Solution could be to allow these positions to hold membership, but not position of power, since these may be conflicts when it comes to enacting policies/procedures in their offices/programs. I would also support Directors/Assoc.Directors to form their own "middle managers" union to have protection from the upper administration.
- It would be a conflict of interest to have managerial staff as a part of this staff senate. It is difficult enough when we have faculty overseeing offices and centers while we are in the same union.
- The verbiage does not explicitly include CWA members. It is not clear whether we are included under the "Civil Service" delegation.
- Too restrictive- include everyone except the BOT, President, cabinet, and exec vp