**Professional Staff Council
Meeting Minutes
1-27-2022**

**Present: Jean Wahlgren (Enid Campus), Paige Fischer, Tandy Keenan, Tim Lauderdale, Kaylyn Hansen, and David Pecha (provided information and then left the meeting)**

1. **Gun Resolution**
* David comments
* Annual Security and Fire Safety Report

Illegal or unauthorized possession, usage, or storage of firearms, explosives, electronic control devices, such as Taser or other stun guns, other weapons, or dangerous chemicals on University premises in a manner that would reasonably be expected to threaten, harm, incapacitate, or cause fear to other University community members. The possession or firing of firearms, fireworks, explosives, ammunition, replica firearms or weapons such as bb guns, paintball guns, rifles, bows, swords, metal knuckles, blackjacks, hand chains, knives and inappropriately-used knives or bladed instruments by students is prohibited on-campus, in any sorority, fraternity, or University operated housing facilities, except as used in officially approved University programs. Lawfully stored handguns may not be removed from vehicles without prior valid written consent of the college or University President while the vehicle is on University property (21 O.S. 2007, 1277). To obtain permission to safely and lawfully store or display unloaded and approved weapons while on campus property contact the NWOSU Campus Police at 580-327-8511.

Exceptions to this weapons policy can only be made by the NWOSU President for limited academic, theatrical or approved sporting or special activity-related events. Persons who have a valid Oklahoma open/concealed carry permit must have written permission from the NWOSU President to carry a firearm on campus. Currently employed and commissioned city, state or federal law enforcement officers are not subject to this approval process.

* Discuss thoughts
* David provided information about the history of the gun resolution on campus. He notes that there was a state statute that passed years ago in which employees could only carry a concealed weapon on campus if they received an exemption. The Regents adopted the process that an employee could provide a written request to the president and ask for an exception to carry a concealed weapon. David mentioned that in discussing the topic with Campus Police, they support the policy because they feared students having access in the dormitories where emotions (and substances) could influence decision making, and if a shooting happening in a classroom, or office, then the officers wouldn’t know who was the good guys or bad guys when they arrived on scene. David asked that the council thinks about the resolutions in a broad context and provide a representation of what the campus consensus would be on the gun resolution.
* Tandy noted that there is a discrepancy between the student and employee weapons policy and suggested to look at the verbiage to make them match. Tandy also mentioned that the appeal to carry a concealed weapon was hard to find as it is only located in the Annual Fire and Safety Report and not in the Faculty or Staff handbooks.
* Paige noted that she found it intriguing that we can’t have a different policy for students and employees.
* Tim asked why we can’t have different policies for students and employees (the group agreed it was a good question to ask).
* Tandy noted that she likes that we have an appeal to conceal carry but feels that it is not a fair process and would like to see specific guidelines that would allow an individual to be approved to conceal carry. Tandy also notes that she feels that we should be allowed to defend ourselves and her focus at this time is for faculty and staff. Tandy discussed that it is no secret that Oklahoma universities do not want to allow CC on campuses, but Tandy posed the questions, “If no-guns are allowed on campuses, why do we have to have an active shooter policy and procedure?”
* Jean and Paige discussed that campus police who carry weapons are not always on campus. The group discussed that this may be a factor in why some people may feel unsettled about not having concealed carry protection/options.
* Tim noted that the issue may not be the gun resolution but may be a lack of having a clear plan of action in the case of campus shooting that makes everyone feel like they would be safe. He noted that if we did have a shooting on campus that we would most likely look back and think that we could have put more safeguards in place to prevent an incident and protect our campus. It brought up the question of what safeguards are currently in place to protect the campus.
* Paige noted that it might be helpful if Campus Police would do trainings at the offices on campus (instead of a comprehensive training in the Student Center that has been done in the past) to show them what they could do to protect themselves and others in their actual office spaces if a shooting happened in their office/on campus.  It would be helpful to see the actions that should be taken in a real-life setting, especially the Business Office, where money is held.  This would be a great time for the Business Office to test out the cashiers’ alarm systems under their desks and formulate the plan that should be taken should an active shooter enter that wing of Herod Hall.
* Tandy also noted the loyalty oath states, in part, that we will support the U.S. Constitution and it includes the 2nd amendment rights.
* We voted on the gun resolution with the following results:

Opposed: Tandy Keenan and Jean Wahlgren

Supported: Paige Fischer, Tim Lauderdale, and Kaylyn Hansen

1. **Career Tech Training**
* Training opportunities
* Best way to reach everyone and organize
* Discuss thoughts
* David suggested that organizing the training opportunities at the career tech for our employees could be a project for PSC. He suggested that we could organize a 12-18 month calendar for all staff. He noted this could be a good opportunity to provide growth opportunities for our staff as well as meet HLC requirements.
* The group came to a consensus that we would like to pick a few general training topics for all staff to attend. Then, we would reach out to managers within the campus departments and allow them and their staff to choose a few training topics that would benefit their offices. We would then work with the career tech to organize a calendar of events.
* The group discussed that we believe we would have to make them mandatory in order for all employees to attend. We believe that one mandatory training per semester would be beneficial, plus one training of choice annually.
* We also discussed providing an incentive to employees (gift card or free Starbucks drink).
* Question for David: Will this only include the Alva campus?
* Jean noted that we may be able to work with Autry tech in Enid and High Plain in Woodward.
1. **Event Ideas**
* Discuss thoughts
* The PSC would like to do a Jeans for $1 project. This would allow employees to wear jeans of Friday and pay $1. Each semester, or year, we would pick an organization to donate the money (this year we would like to donate it to the Campus Cabinet).
* Kaylyn will write an e-mail proposal and send it to David.
1. **Online Feedback Form**
* Tandy comments
* Discuss thoughts
* Tandy discussed the possibility of having a suggestion form on the PSC website where staff members could provide their thoughts, ideas, and suggestions to the council. The form will allow the submissions to include contact information or be anonymous. We will add that the suggestion form is not a formal complaint but only a submission of thoughts/ideas.