

Agenda
Kent State University Staff Council
October 14, 2025

Welcome-Alice Kopunovitz

Introduction of Guest Speaker:

Tricia Knoles, Police Sergeant, Kent State University Police Services to speak about De-escalation

Certified instructor for Ohio Peace Officer Training Academy

Attendees will learn a new outlook on de-escalation, active listening skills, and when it's time to call for help.

Minutes-Alice Kopunovitz

Approval of September 9, 2025, minutes

Shared Governance Update-Craig Berger

Committee Reports

- **E-Board-Alice Kopunovitz**
- **Finance Committee-Nikki Mills**
- **Communications Committee-Ruth Pittman**
- **Elections & Bylaws Review Committee-Shaunte Rouse**
- **Membership/Activities/Professional Development Committee-Kara Barnett**
- **Advocacy Committee-Susan Kieklak/Rachel Rundo**

Kent State University Staff Council Meeting

October 14, 2025

Teams Meeting

Meeting Start Time: 2:02PM

In Attendance

- Kara Barnett, Craig Berger, Erin Beseda, Meagan Blake, Paul Creed III, Heidi Covan, Anita Francisco, Melissa Halozan, Crystal Hamon, Aimee Johnson, Keturah Kneuss, Alice Kopunovitz, Jaclyn Macomber, Katie Mattise, Darcy McBride, Nikki Mills, Monica Morson, Phillip Nelson, Barbara Ozimek, Ruth Pittman, Shaunte Rouse, Rachel Rundo, Cheryl Slusarczyk, Megan Smeznik, Mariah Taylor, Jen Villanueva, Tiffany Williams, and Judith Yasenosky.
- Guests: Sg. Tricia Knowles, Amoaba Gooden

Welcome and Announcements-Alice Kopunovitz

Alice welcomed everyone to the meeting by opening with the community agreement and introduced Sg. Tricia Knowles.

Sg. Tricia Knowles and De-escalation Training

- Objectives:
 - Verbal Judo
 - Trigger awareness
 - Active listening
 - De-escalation techniques
- Verbal Judo
 - Judo is a gentle martial art
 - Redirection rather than resistance
 - Everyone has biases
 - Being open minded
 - We have natural responses as humans
- Principles
 - "Say what you want do what I say"
 - "I've got the last act, you've got the last word"
 - Respect vs Respect
- Strip phrases
 - I appreciate but...
 - I understand that...
 - I got that...
- Age of technology has made things more challenging
- Realize that immediate compliance will not happen and active listening is critical
- Phil asked a question about if you have a call or a concern
 - Call the non-emergency number for a non-emergency
 - For an emergency call 911

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Teams Meeting

Minutes-Alice Kopunovitz

- Alice called for a motion to approve the minutes from the September 2025, meeting. Heidi motioned for approval. Judith seconded.

Committee Reports

- E-Board-Alice Kopunovitz
 - PowerPoint to take to fall conference
 - Provost will be coming to the November meeting
 - Eboni Pringle is coming in December
 - Meeting with President Diacon on October 29th
 - Also planning to reach out to more cabinet members to meet with Staff Council
- Finance Committee – Nikki Mills
 - Only one member will be attending OSCE
 - \$500 left in the budget
 - Looking to try and get reimbursement for the Wellness fairs
 - End of the year retreat will go on the new budget
 - Alice recommends that there be a discussion on how to handle the budget moving forward
- Communications Committee-Ruth Pittman
 - Reviewing website
 - Applications available
- Elections & Bylaws Review Committee-No report, as chairs not present
- Membership/Activities/Professional Development Committee-Kara Barnett
 - Growth of applications from 2023-2024
 - 21 applications so far as of the meeting
 - Crystal asked what the return versus the new applications were, Kara did not have those numbers
 - Staff shout out proposal
 - Hold off on T-Shirts
 - Kara to send out logos
- Advocacy- No report, as chairs not present

Meeting Adjourned at 3:20 pm