



University Support Staff Senate Archives

University Support Staff Senate

Academic year 2013-2014

USS Senate Meeting Minutes August 14, 2013 – May 14, 2014

Additional information: Archived in SOAR: Shocker Open Access
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August 14, 2013

Present: Sherry Alexander, Melissa Conley, Lora Eckman, Renea Goforth, Shelly Kellogg, Ali Levine, Walter Mayne, Amy McClintock, Sheryl McKelvey, Randy Sessions, Hercilia Thompson, Micah Thompson, Connie Wells

Excused: Brenda Achey, Christina Clarkson, Sonya Cotton, Christina Gregory, Maria Lucas, Richelle Stoner, Tanya Wickersham, Jennifer Williams, Michelle White.

Unexcused: Tonya Baldwin, Anton Hubl, Phuc Nguyen, Sonja Schroeder, Angie Tucker

Welcome and Introductions

- Renea introduced herself and the rest of the senators introduced themselves
- Renea is working on the constituency list
- Meeting minutes from May 8, 2013
 - No quorum, so we did not vote on the minutes

Electing Officers

- Call for nominations -- Voting for officers will be done by e-mail:
 - Vice President: Sherry Alexander, Ali Levine, Micah Thompson
 - President Elect -- We decided to wait until January for nominations for this office to allow time for senators to consider the position
 - Secretary: Melissa Conley
- Sign up for Committees -- Sign-up sheet was passed around the room
- Need for additional senate members
 - Lost two senators in last two weeks -- E-mail Renea if you know anyone interested in becoming a senator
 - We will go through the voting from April to ask for volunteers
- Discussion about Alternative Service
 - PowerPoint that was discussed last year is not happening
 - There is a new committee and it is called the Alternative Service Committee
 - Met for the first time last week (first week of August)
 - Randy Sessions is Chair
 - Angie Linder is Assistant Chair
 - Jeanne Patton is Secretary
 - Emily Stephens is Marketing & Communications Chair
 - It has 15 voting members
 - Open for Classified Senate attendance -- The goal is to have a decision made by fiscal year.
 - The meeting schedule is to be announced.
 - First officer's meeting was this morning (Aug 14) -- Officers meet every two weeks to make sure everything stays on track
 - Vote will be a simple majority
 - Announce a vote sometime in April 2014 (tentative)
 - Currently in a fact finding stage -- Look at KU, KSU and other Regent Schools

- KU has moved to Support Staff
- KSU votes in November about moving to Support Staff
- Don't know about Pittsburg State Univ or Fort Hays State Univ
- The sub-committees will look at issues such as
 - Grievance, leave & compensation, longevity pay, policy & procedures, evaluations
 - Working on a website -- In the 9-4-13 WSU Today, there was a link to the website:
- Committee formed to develop proposal for classified employees.
- Recently the Alternative Service Committee (ASC) was formed to develop a proposal for classified employees to decide if they want to convert to University Support Staff (USS) employees or to continue as State Civil Service employees. To learn more about the committee's efforts, please visit <http://webs.wichita.edu/?u=altservicecommittee>.
- Classified Senator requested increased transparency and an explanation on how the committee members were chosen
- There will be small group meetings and town hall meetings
- More small group meetings -- 20-30 per group
 - Open to all classified employees to get information and give input/concerns
- Working on an anonymous comments process

Adjournment -- Move to adjourn by Melissa Conley

Seconded by Amy McClintock -- Votes, I's have it

Respectfully submitted,
Melissa Conley

September 11, 2013

Present: Sherry Alexander, Melissa Conley, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Shelly Kellogg, Ali Levine, Angela Linder, Walter Mayne, Amy McClintock, Sheryl McKelvey, Robbie Norton, Jeanne Patton, Micah Thompson, Angie Tucker, Connie Wells, Michelle White, Tanya Wickersham, Jennifer Williams

Excused: Brenda Achey, Christina Clarkson, Sonya Cotton, Maria Lucas, Randy Sessions, Hercilia Thompson

Unexcused: Anton Hubl, Phuc Nguyen, Sonja Schroeder

- Welcome
- Announcement of the VP
 - The Vice President is Ali Levine
- Welcome of new members
 - We have new Senators: Angie Linder, Jeanne Patton, Shaleah Fields, Robbie Norton
 - We still have three vacant positions that need to be filled.
 - E-mail Renea if you know of anyone that is interested in becoming a Senator
- Approval of minutes for last 2 meetings
 - Motion by Shelly Kellogg to accept the minutes from May and August.
 - Seconded by Michelle White.
 - Votes, I's have it.
- Constituent List
 - Renea is planning to work on the list tomorrow -- Her goal is to have them to the Senators next week
- Update from President Bardo
 - Invites all to the Campus Strategic Planning meeting on September 17th. He especially wants classified senate involvement. It will review what has happened so far. Discuss the second phase of the plan.
 - Started a new task force for adult learners, military and distance education
 - WSU has lost adult learners since the 1970's. He feels that one reason is that it's because we are not open late.
 - Would like offices on campus to be open from 8 am to 7 pm, Monday – Thursday. Would like to have one building to be a “one-stop-shop” for Registration, Admissions and Finance
- Position Paper Draft
 - Classified/Support Staff groups from the Regents Schools are meeting on Monday
 - Renea distributed a draft of the position paper to the senators. It will be discussed with the other KBOR schools
 - Senator suggested that they add a graph to the position paper showing the cost of living from 2008 – Present
- Update on Alternative Service Committee
 - President backs us
 - Same benefits, same KPERS
 - No contract -- Permanent job
 - Eligible for merit raises

- Would like whole campus to go that way
- CJ Online article: All Kansas Board of Regents schools are looking into it
- Better for us to decide our terms
 - Other state programs?
 - We would be University Support Staff
- Alternative Service Committee: The Sub-Committees are looking for more members so that they can get more input
- The Sub-Committees and chairs are:
 - Appeals & Discipline Brenda Achey
 - Communications & Marketing Emily Stephens
 - Compensation & Pay Wanda Holt
 - Layoffs & Furloughs Stacy Salters
 - Performance Evaluations Angela Linder
 - Policies & Agreements Hercilia Thompson
- E-mail the sub-committee chair if you would like to join the sub-committee
- Senators will contact constituents for participation
- The ASC will have several meetings to distribute information so that everybody understands. The minutes from the ASC meetings are on the website
 - There will be a survey that will be mailed out to all Classified staff
 - It will ask about the importance of issues
 - It will come with a cover letter explaining why they are being surveyed and ask about concerns of the classified staff
 - It will give a starting point for the ASC
 - Don't talk people into it
 - No persuasion
 - Need to be neutral
 - Benefits – KS state law they cannot take any of that away from us
- Adjournment
 - Move to adjourn by Shelly Kellogg
 - Seconded by Jeanne Patton
 - Votes, I's have it

Respectfully submitted,
Melissa Conley

October 09, 2013

Present: Brenda Achey, Bryan Carter, Melissa Conley, Sheri Daniel-Washington, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Angela Linder, Maria Lucas, Walter Mayne, Sheryl McKelvey, Robbie Norton, Jeanne Patton, George Schroeder, Sonja Schroeder, Randy Sessions, Micah Thompson, Angie Tucker, Michelle White, Tanya Wickersham

Excused: Sherry Alexander, Sonya Cotton, Amy McClintock, Hercilia Thompson, Connie Wells, Jennifer Williams

Unexcused: Christina Clarkson, Phuc Nguyen

Visitor: Johny Buchanan-Spachek

- Welcome
 - Renea will send constituent lists this week
- Motion to approve the September minutes
 - Michelle White seconded the motion
 - Votes, I's have it
- Introduce New Senators
 - Sheri Daniel-Washington
 - Bryan Carter
 - George Schroeder
- Scholarship Committee
 - Needs to meet and create promotional material before the first of the year
 - Get more people interested in donating to it
 - Every little bit helps
 - Shocker Employee & Dependent Scholarship
 - <http://webs.wichita.edu/?u=CLASSIFIED&p=/Scholarship/>
 - “Scholarship(s) will be awarded to a full- or part-time, benefits eligible employee(s) of Wichita State University, or their dependent (spouse and dependent children only).”
 - The deadline for Spring is November 1st
 - Application is through Financial Aid
 - This is completely separate from the Dependent/Spouse Tuition Assistance program administered through Human Resources!!!
- Holiday Tree Lighting Committee
 - Holiday Tree Lighting committee needs to meet before next CS meeting 11/13/13
- All Committees
 - Need more members
 - Need to meet before the next Classified Senate Meeting 11/13/13
- Alternative Service
 - Met this morning
 - Survey
 - Results from the survey: classified employees want more knowledge about the differences between Civil Service and University Support Staff
 - There is some misinformation
- Starting in November, there will be Town Hall meetings

- They should last about one hour
- There are at least five scheduled for November and December
- Considered being scheduled through HR scheduling system
 - Concerns: people afraid that taking names puts them on a list
 - There will be no list
- Update:
 - Classified employees received letters in campus mail with the Town Hall Meeting schedule

Nov 12	8:30 a.m.	231 Hubbard
Nov 14	3:30 p.m.	218 Hubbard
Nov 19	3:30 p.m.	218 Hubbard
Dec 5	3:30 p.m.	218 Hubbard
Dec 10	8:30 a.m.	231 Hubbard

- White Papers
 - Final drafts by first week of November
 - Meeting second week of November
 - Living documents, we can make changes through April
 - Middle of April is the goal for the vote
 - Simple majority
 - Things that remain the same:
 - Will not lose benefits, they will stay the same
 - KPERS will be the same
 - Health Insurance will be the same
 - University will have control over
 - Job descriptions, leave, etc
 - The job descriptions would be more specific to the University instead of the state job description
 - KSU votes in November
 - PSU is slightly ahead of us
 - Structure will fit the school
 - Will it be uniform across the Regents Schools?
 - You can read the KSU proposed handbook online
 - <http://www.kstate.edu/altservcomm/planprogress/KSU%20USS%20Handbook.pdf>
 - Kansas Legislature
 - Committee is looking at completely doing away with classified staff
 - Unclassified employees are on year to year contract
 - USS
 - Stay protected
 - Not year to year
 - Pay scales, probably change
 - Negotiate with university administration
 - Unclassified – same vacation rate?
 - We are going to look at it

- Hoping to keep longevity bonus
 - Longevity in base pay? New people?
 - Trying to get a policy where if unclassified gets a raise, we get one, too
- Clarify a rumor:
 - No, we are not moving from classified staff to unclassified professional staff at WSU if we move from classified staff to university support staff
 - For demographic reports for the state, university support staff is combined with the unclassified staff because of the way the reports are run
- Frankie Brown-HR
 - 8 or 9 grievance cases went to the State Civil Service Board in approximately the last 10 years
 - HR will not terminate board
 - USS process will end with the President's Office
- Evaluations
 - Are lacking, don't influence pay, raises are not tied to them
 - Be proactive about evaluations
 - Self-evaluations???
 - Supervisors – extra training on new one
 - Unclassified supervisors have no penalty for not completing it
 - Send e-mails to Renea or Angie with any comments for the Performance Evaluations Subcommittee
- Need people in subcommittees
 - Subcommittees are posted on ASC website
- Record the Town Hall meetings?
 - Not best for open dialogue
 - Anonymity
- Concerns from Senators
 - Physical Plant Employees and Construction Companies
 - Could some of the work be done in house?
 - Discussed with Physical Plant?
 - Some of the issue is the bond issue
 - What about remodels or simple add-ons?
 - Why are they sub-contracted out?
 - Discussion at KU
 - Need to look into it
 - Asking people to change to unclassified?
 - Funding
 - Approximately 30 years ago, WSU was mostly funded by the state
 - Today, most money is from private sources
- Adjournment
 - Move to adjourn by Brenda Achey
 - Seconded by Shelly Kellogg
 - Votes, I's have it

Respectfully submitted,
Melissa Conley

November 13, 2013

Present: Sherry Alexander, Christina Clarkson, Melissa Conley, Sonya Cotton, Sheri Daniel-Washington, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Ali Levine, Angela Linder, Maria Lucas, Walter Mayne, Amy McClintock, Sheryl McKelvey, Robbie Norton, Jeanne Patton, George Schroeder, Sonja Schroeder, Randy Sessions, Hercilia Thompson, Micah Thompson, Angie Tucker, Connie Wells, Michelle White

Excused: Brenda Achey, Bryan Carter, Shelly Kellogg

Unexcused: Phuc Nguyen, Jennifer Williams

- Welcome
- Motion to approve the October minutes by Michelle White. Sonya Cotton seconded the motion. Votes, I's have it
- Dr. Bardo meeting -- Questions asked
 - ASC – how was it decided?
 - President not involved in that process, HR was contacted
 - President does not want to be in the process
 - For us to figure it out
 - President will go with whatever is decided, not his decision, not to appear to be involved or influencing any decisions
 - Renea was not involved
 - Be in support of partial move to USS?
 - He would look at it, it would need to be whole sections
 - Contractor on campus, will it affect Physical Plant?
 - Shocker Hall is it's own entity
 - Contract with Physical Plant?
 - President does not want people to be afraid of losing jobs
 - Per classified senator: Brennan I & II -> remain University use
 - President has no intention of getting rid of people
 - KPERS? = same, Insurance? = same
 - Lighting? -> let him know, wants safety on campus
 - Major questions – let him know, He would get to the bottom of it
- ASC Committee
 - Randy -- Town hall meetings
 - Went Very well, questions handled well, prepared attendants
 - Are about informing people, about opportunities
 - 48 people attended
 - Encourage all to visit website
 - E-mail constituents -> ASC website
- Stats – workforce reports
 - Reports – July 2012 Topeka Capitol Journal
 - Classified numbers decreasing
 - Unclassified numbers increasing
 - Info from KU is that they are asking some university support staff to possibly change to unclassified staff

- Trend at state level is to change positions from classified staff to unclassified professional when they are vacated
- ASC is offering classified staff to have a say in your future
 - Randy – “personally, would like to keep protections”
 - o State Civil Service Board
 - In last 5 years, 2 appeals to state civil service board
 - In last 17 years, appeals to state civil service board from WSU, never overturned
- Proposal for WSU appeals board -> list of 20 classified staff, UCATS generates 20 names randomly of classified staff to create appeals board, 3-5 people from list of 20 become the board
 - HR picks one
 - Complaint/respondent each pick one
 - Complaint/respondent pick witnesses
 - Beyond this process -> vice president of division of the complaint/respondent out, HR out, complaint would appeal to other division vice president
 - Need input from classified staff
 - If you have an idea, present it to the subcommittee
- White papers
 - Just suggestions, we can change the proposed policies
 - Process won't end with the vote
- Proposal for Bumping rights
 - Issues, looking at options
 - Probationary/temporary positions = only bump into unfilled/probationary/temporary
- Position Paper for Day on the Hill
 - Talking points from WSU
 - Graph
 - Cost of living graph, buying power graph
 - For senators going to Day on the Hill in Topeka
 - Anybody is welcome to go with us
 - We would like Voting records of the Representatives so we can be informed
 - Does Andy Schlapp have that info?
 - Andy is supportive of us
 - Andy says “Don't count on them, vote in all new legislature”
- Holiday Tree
 - Done, no more. Yes, permanent.
 - Why? No reason given.
- Community Service Committee
 - Not sure
 - Suggestions
 - police officer works with homeless needs cash donations, household items
 - Helping Hands
 - Wichita Children's Home
 - E-mail Sherry Alexander any ideas for a project next week, and then we will vote on the suggestions

- New Business
 - Need new senator, e-mail suggestions to Renea Goforth
- Adjournment
 - Move to adjourn by Michelle White. Seconded by Robbie Norton. Votes, I's have it

Respectfully submitted,
Melissa Conley

December 11, 2013

Present: Brenda Achey, Sherry Alexander, Johny Buchanan-Spachek, Melissa Conley, Sonya Cotton, Sheri Daniel-Washington, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Walter Mayne, Amy McClintock, Sheryl McKelvey, Robbie Norton, Jeanne Patton, George Schroeder, Randy Sessions, Hercilia Thompson, Micah Thompson, Connie Wells, Michelle White

Excused: Bryan Carter, Christina Clarkson, Angela Linder, Maria Lucas, Sonja Schroeder

Unexcused: Angie Tucker, Jennifer Williams

- Welcome
- Approve minutes from November
 - Shelly Kellogg moved to approve the minutes
 - Robbie Norton seconded it
 - Votes, I's have it
- Need to advertise for people to contribute to scholarship
 - Make a postcard
 - Announcement with Kleinsasser in WSU Today
 - January – ask for donations -- Suggest \$1 per pay period, \$26 per year
- Position paper
 - Talking points passed around
 - Suggestions of things that could be added to the talking points:
 - Something about KPERS
 - Social Security going up
 - Day on the Hill -- January 30th
 - Up to 13 passenger van
 - Anybody interested, e-mail Renea
 - Tell legislature what we want -- The more people the better
 - Does anyone know how to get the Representatives voting records? -- Suggestion: Topeka Capital Journal online
- ASC committee report
- Report from Randy
 - Town Hall Meetings are done
 - Info compiled after the first of the year
 - Updating the white papers
 - Build an employee handbook for KBOR
 - Fort Hays State University – approved to move
 - Emporia State University, Pittsburg State University – vote in February/March -- WSU scheduled for April
 - Good feedback
 - President's Office -- Meet with him/staff in late February/early March
 - Approved by them
 - Final Town Hall meetings before the vote in April
 - Newsletter committee -- We made a newsletter

- Constituent had question about Randy's article, response was satisfied
- Community Service committee
 - Wait until January/February to do a project
- New Senator
 - Welcome Johnny Buchanan-Spachek
- Retirement Seminar by HR
 - Renea recommends going to it in the spring (if you are thinking about retirement)
 - Really helpful
 - KPERS guy is good
 - Take a sweater!
- Adjournment
 - Shelly Kellogg moved to adjourn
 - Melissa Conley seconded it
 - Votes, I's have it

Respectfully submitted,
Melissa Conley

January 08, 2014

Present: Bryan Carter, Melissa Conley, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Angela Linder, Walter Mayne, Sheryl McKelvey, Robbie Norton, Jeanne Patton, George Schroeder, Micah Thompson

Excused: Brenda Achey, Sherry Alexander, Johny Buchanan-Spachek, Christina Clarkson, Sonya Cotton, Amy McClintock, Randy Sessions, Hercilia Thompson, Angie Tucker, Michelle White, Jennifer Williams

Unexcused: Sheri Daniel-Washington, Maria Lucas, Sonja Schroeder, Connie Wells

- Welcome back
- Krista Voth, WSU Foundation, I OÇ© WSU campaign
 - Krista provided everyone a Faculty and Staff Gift Form
 - Krista talked about the faculty and staff giving campaign
 - If you have any questions, contact Krista Voth
- Campaign for Classified Scholarship (Melissa Conley, Sheri Daniel-Washington, Hercilia Thompson)
 - Set up a meeting next week
- President's Distinguished Service Award for Classified Staff (Amy McClintock)
 - Amy is the only member of the committee, we need more
 - Add Robbie Norton to the committee
- Day on the Hill, Thursday January 30th
 - Who will be attending? -- Renea needs a count of who is attending. It is an all day event
 - Ali Levine and Robbie Norton are going
 - Leave at 6 am, home around 5 p.m.
 - E-mail Renea if you are going, need to know by January 17th. Renea will send an e-mail
 - We need help calling and setting up appointments
 - President says that it is a day off (ask about that)
 - Invite constituents to Day on the Hill
- KS Board of Regents policy on Social Media
 - KBOR policy and article about the KBOR policy were handed out
 - Main thing – don't slander WSU, state, KBOR, university, don't create violence
 - Open for discussion
 - Social media – inciting problems on campus, could get you in trouble
 - KBOR policy
 - What we think that should mean
 - B. ii. = vague -- Wary of free speech amendment -- Needs to be clarified and simplified
 - Example: threatening remarks
 - Warning system?
 - Don't do it from state computer
 - Social media input from everybody
 - University makes it's own policy based on the KBOR policy
 - Classified representation?

- Questions for President Bardo -- Comments about the social media policy.
Renea will bring to him on Friday
- Starbucks in RSC, cafeteria in new dorm
- Adjournment
 - Micah Thompson moved to adjourn
 - Melissa Conley seconded it
 - Votes, I's have it

Respectfully submitted,
Melissa Conley

February 12, 2014

Present: Sherry Alexander, Johny Buchanan-Spachek, Bryan Carter, Christina Clarkson, Melissa Conley, Sonya Cotton, Sheri Daniel-Washington, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Angela Linder, Maria Lucas, Walter Mayne, Amy McClintock, Robbie Norton, Jeanne Patton, Sonja Schroeder, Randy Sessions, Connie Wells

Excused: Brenda Achey, Sheryl McKelvey, Hercilia Thompson, Micah Thompson, Michelle White,

Unexcused: George Schroeder, Angie Tucker, Jennifer Williams

Minutes from December and January approved

- Motion to approve minutes by Shelly Kellogg
- Seconded by Robbie Norton
- Votes, I's have it

Report on Day on the Hill

- Renea is met with other presidents of classified groups in Topeka
- Robbie suggests for next year that only one person make phone calls to set up appointments, it worked well this year
- Secretarial staff on our side
- Several legislators said to go to USS
 - Bill is not dead
- Good day on the hill overall, talked to many representatives, felt like a good reception

Social Media committee

- Renea meeting with other presidents (Faculty Senate/UP Senate)
- Committee in place
- Want someone that represents the employees
- Suggestions (through the senates) so that everyone has a rep from their area
- Now going through more detail
- Surprised if anyone gets fired from WSU for something on social media
- Victoria Mosack on committee, wants students to be aware
- Know more at the next meeting tomorrow

Report from ASC

- Notice of vote to classified employees
- E-mail and paper notices
- White papers due February 28th
- Vote is April 30 – May 2
- Next Town Hall Meeting
 - April 11 2:00 p.m. Hubbard Hall Room 208

- April 14 2:00 p.m. CAC Theater
- April 15 8:30 a.m. CAC Theater
- ASC requested that the Town Hall meetings be broadcast live online so people can watch and maybe ask questions
- ASC will have first meeting with Dr. Bardo on March 11th -- It will include the ASC officers and sub-committee chairs
- ASC minutes are online
- We can't use the term "longevity"
- Randy's comments on the proposed 1.5% pay increase for some classified employees
 - KPERS contribution went up 1% this year
 - KPERS contribution will go up 2% next year -- Even with the 1.5% pay increase, we will "lose" money
- Angie Linder – Performance Evaluations Sub Committee Chair
 - Who can employees go to when there is a grievance?
 - Grievance committee – can classified senate be an advocate group?
 - Talk to someone on their side
 - Suggest that as part of the white paper
 - Just there as moral support
 - To hear what's going on, that could help
 - Unclassified/faculty have an advocate
 - HR still involved in process of grievance council
 - Committee chosen by computing, it's random, UCATS
 - Peers, HR abstains from grievance committee
 - Advocates can't speak
 - Option -> Have a supporter
 - Question: Will there be training for the "Supporter" role?

Need to have Classified President's Distinguished Service Awards recipients nomination done

- Get the word out there
- Shocker Pride on calendar for April 30th
- 20th year

Information about free tuition for employees and dependents

- Bryan brought a handout about the CIC Tuition Exchange Program (CIC-TEP)
- Add to White Papers?
- Tuition assistance, need to look at our policy, like to discuss it
- input – would like -- see what they say
- keep putting out there, huge benefit, starting point
- go ahead on the white papers (specific: open seats, detail) full disclosure, let other senates know
 - max years?
 - Grad hours limit?
 - Employee

- Renea will bring it up with the other presidents (Faculty Senate, UP Senate)

Adjournment

- Robbie Norton moved to adjourn
- Ali Levine seconded it
- Votes, I's have it

Respectfully submitted,
Melissa Conley

March 12, 2014

Present: Sherry Alexander, Johny Buchanan-Spachek, Christina Clarkson, Melissa Conley, Sheri Daniel-Washington, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Angela Linder, Maria Lucas, Walter Mayne, Amy McClintock, Sheryl McKelvey, Robbie Norton, Jeanne Patton, Randy Sessions, Hercilia Thompson, Angie Tucker, Connie Wells, Michelle White

Excused: Brenda Achey, Sonya Cotton, Micah Thompson, Jennifer Williams

Unexcused: Bryan Carter, George Schroeder, Sonja Schroeder

Social Media Workgroup draft proposal

- Social Media -- Draft for comment, handout was distributed to the Senators
 - Contact Rick Muma or Victoria Mosack with your thoughts on it
 - Front part of handout = workgroup
 - Ali wrote to Victoria about it
 - Call it an instructional policy
 - Guidelines for social media?
 - Punitive?
 - Chances = slim to none
 - President believes in freedom of speech
 - Next leadership could be different
 - Changing the way KBOR had it
 - Hopefully KBOR would be open to changes
 - Conscience of first amendment
 - What happens if we do have a person on the verge of getting fired?
 - Draft handout
 - Take it, look at it, comments, contact them (Rick or Victoria) if you have a concern about it
 - Give examples
 - Do we know if other universities in other states have similar policies?
 - Faculty on top of it, still working on it
 - People have a right to their own opinions

Nominations submitted for President Distinguished Service Award

- Shocker Pride nominations
- Not going to say who it is yet

Postcard for Scholarship

- Shocker Employee Scholarship postcard
- Handed out sample, send any comments to Melissa Conley

Discussion on Alternative Service

- ASC met with Dr. Bardo yesterday
- Presented initial white papers
- Layoffs/furloughs section
 - Administrative type, language, wording to encompass all WSU, time = 60 day notice, 45 day notice, if feasible, no layoffs/furloughs in foreseeable future
 - Sidenote: Applications to WSU up 80%, admissions up 40%, approx. 600-800 more freshman
- Appeals and discipline section -- Streamlined, fine tuned
- Evaluations section -- Recommend we use form that UP staff use, it works, supervisors, training, insuring that it's part of their job
- Compensation and pay section
 - No across the board raises, re-looking at compensation part, merit-based raises similar to UP/Faculty; equitable
 - Hire more people across campus, WSU is behind the curve on competitive pay, marketable
 - Longevity, no cola
 - Renea's suggestion: roll longevity to base pay
 - Longevity is part of income (can't lose it)
 - Tuition assistance 6 credit hours
 - The stipulation that you can't get any other kind of funding was removed
 - Rewrite policy (tuition assistance)
 - Employee vacation time
 - Classified starts at 3.7 hours per pay period, then increase to 5.5 hrs, then 6.7 hours
 - Recommend that we earn 6.7 hours per pay period from start, same across the board
 - Equal groups, all university employees, all the same, Dr. Bardo is a supporter
 - White papers updated on the ASC website
 - Town Halls will be webcast
 - Live questions and answers
 - The vote to move to USS starts on April 30th, only online, suggestion from Ted, no paper votes -- Done through MyWSU
 - The choice is Yes or No
 - Once you click, it's a dead link
 - Computers available in RSC, at Physical Plant
 - Do the vote on the clock
 - Senators from SGA will help people log in
 - ASC completely detached from the vote
 - 650 employees to vote
 - Go watch other school's town halls, all posted online
 - Town Halls will be bigger in scale, ASC will send invites to all VP's
 - Short PowerPoint, question and answer time

Elections

- Nominations and voting for classified senators
- Contact Kevin Crabtree

CS Minutes from March 2014

- Moved to accept minutes from March 2014 by Robbie Norton
- Ali Levine seconded it
- Votes, I's have it

Adjournment

- Amy McClintock moved to adjourn
- Robbie Norton seconded it
- Votes, I's have it

Respectfully submitted,
Melissa Conley

April 09, 2014

Present: Sherry Alexander, Johny Buchanan-Spachek, Bryan Carter, Christina Clarkson, Melissa Conley, Lora Eckman, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Maria Lucas, Walter Mayne, Sheryl McKelvey, Robbie Norton, George Schroeder, Randy Sessions, Micah Thompson, Connie Wells,

Excused: Brenda Achey, Sonya Cotton, Sheri Daniel-Washington, Angela Linder, Jeanne Patton, Sonja Schroeder, Hercilia Thompson, Michelle White, Jennifer Williams

Unexcused: Amy McClintock, Angie Tucker

Presentation by Dr. Elizabeth King, President & CEO, Wichita State University Foundation

- Dr. King presented information about the WSU foundation from 2013 and 2014

Shocker Pride Celebration

- April 30th in the CAC Theater

Elections

- Renea met with Kevin Crabtree
- Elections start soon
- Nominations first, voting second
- Voting for Classified Senate Officers will take place in May

Postcard for scholarship

- Send them next week through post office
- Hopefully we get a good response from the postcards

ASC Committee

- Town Hall meetings
- 1st town hall meeting Friday April 11th in Hubbard Hall
- ASC committee met with Administration
 - Some things approved
 - Met with President Bardo -- Highlights
 - Grievance policy
 - no more than 32 days
 - Options if not satisfied with WSU result: file a lawsuit, civil groups
 - Furloughs/layoffs
 - 45 or 60 day notice, if feasible
 - Tie breaking system
 - Assisted by HR
 - Bumping rights across university
 - Evaluations

- New training for supervisors
- Supervisors held accountable for evaluations
- Merit Raises vs Across the Board Raises
 - ÔÇö Norm across campus
 - Part of supervisors' jobs
 - Extension of 12 months on probation period (police officers)
- Compensation and Pay
 - Annual increase if available, will be across the board (first time)
 - President Bardo's desire is to raise faculty salaries
 - Proposed raise of 3%, not approved yet
 - In non-election years (it may be more)
 - If we vote affirmative to move to USS, we will be included
 - Longevity pay -- Proposal to president, for employees currently getting longevity pay or employees that are scheduled to receive it, have longevity pay rolled into the base salary. If concerned about that, contact Mary Herrin or Ellen Abbey, to go over numbers
 - All employees will get 6.77 vacation hours per pay period
 - Tuition Assistance -- Currently, 5 hours with no aid or scholarships
 - Proposal, increase it to 6 hours and can have other scholarships and aid
 - Shift differential -- Increase by \$0.30 an hour
 - Proposal, raise second shift to \$0.60 an hour, third shift to \$0.75 an hour
 - Retention pay (trades) in addition to base salary
 - Voting locations and times
 - SGA president in charge of in person assistance for voting
 - Voting closes at noon on Friday May 2nd
 - Should find out that afternoon, no later than Monday

Classified Senate Minutes from March 2014

- Moved to accept minutes from March 2014 by Lori Eckman
- Robbie Norton seconded it
- Votes, I's have it

Adjournment

- Walter Mayne moved to adjourn
- Shelly Kellogg seconded it
- Votes, I's have it

Respectfully submitted,
Melissa Conley

May 14, 2014

Present: Johny Buchanan-Spachek, Bryan Carter, Christina Clarkson, Melissa Conley, Shaleah Fields, Renea Goforth, Christina Gregory, Anton Hubl, Shelly Kellogg, Ali Levine, Angela Linder, Maria Lucas, Walter Mayne, Amy McClintock, Sheryl McKelvey, Robbie Norton, George Schroeder, Randy Sessions, Hercilia Thompson, Micah Thompson, Michelle White

Excused: Sherry Alexander, Sonya Cotton, Jennifer Williams

Unexcused: Brenda Achey, Lora Eckman, Sonja Schroeder, Angie Tucker, Connie Wells

Visitors/New Senators: Denecia Angleton, Matt Houston, Carrie Wyatt, Stacy Salters

Welcome

- Newly elected senators
- Introductions

Classified Senate Minutes from April 2014

- Motion to accept minutes from April 2014 by Renea Goforth
- Ali Levine seconded it
- Votes, I's have it

Thank you for those helping with the Alternative Service Committee

- Donated time, work
- We appreciate all the work that you did
- Discussion of Vote to move to University Support Staff and what that will mean for the senate
- Papers go to President, then Ted Ayres
- Any changes go to KBOR around June 18th or 19th
- Once it is approved by KBOR, it will be official
- Still have our own body, USS Senate
- No longer have to do a position paper or go to Topeka

Senate Committees

- Re-look at the committees
- Renea thinks that USS needs to have a committee to look at ASC stuff -- Help redefine who we are
- Angie Linder thinks that USS needs all input from everybody, USS won't be overnight
- Addressing policies, USS needs to look at the policies that represent USS
- Stay our own group, maintain our autonomy
- Suggested committee is a Grievance committee
- Senate meetings through the summer
- We can discuss what committees we need -- Some are no longer necessary
- USS Senate agrees to have meetings in June and July

Election of officers for next year

- President -- Renea Goforth nominates Ali Levine
 - She accepts the nomination
 - Votes: I's have it
 - Ali Levine is President for 2014-2015
- Vice President Nominations:
 - Johny Buchanan-Spachek
 - Carrie Wyatt
 - Randy Sessions
 - Micah Thompson
 - Votes:
 - Randy Sessions has the majority of votes
 - Randy Sessions is Vice President for 2014-2015
- Secretary Nominations:
 - Stacy Salters
 - Micah Thompson -- Micah declined the nomination
 - Votes: I's have it
 - Stacy Salters is Secretary for 2014-2015

News

- Parking study
 - Zones
 - Fiscal Year 2015 proposed parking is \$120 per year
 - The proposal will go to the Regents in mid June
 - Should know amount by July 1st
 - Hangtags for students

Adjournment

- Robbie Norton moved to adjourn
- Michelle White seconded it
- Votes, I's have it

Respectfully submitted,
Melissa Conley