



# University Staff Senate Archives

---

University Staff Senate

Academic year 2021-2022

---

## Minutes of the Meeting of May 17, 2022

# University Staff Senate

May 17 2022 | 3:30pm-5:00pm | Zoom

## I. Call to Order + Wins, News, Shoutouts

- a. **Attendance:** Gabriel Fonseca, Ali Levine, Amy Belden, Amy McClintock, Angela Aubrey, Angela Linder, Aswini Kona Ravi, Carrie Henderson, Denise Gimlin, Ellen Abbey, Erin Shields, Gretchen Holthaus, Jason Bosch, Jessica Pierpoint, Jessica Walles, Johnetta Buchanan-Spachek, Katie Austin, Kayla Jasso, Kendra Nguyen, Kennedy Rogers, Krissy Archambeau, Marissa Kouns, Matt Houston, Naquela Pack, Quang Nguyen, Rachel Tuck, Randy Session, Sara Rue, Teresa Moore, Trish Gandu
- b. **Guests:** Andrew Clem, Arlene Thomson, Bobby Gandu, Courtney Lockhart, Francine Angell, Jennifer Nicholson, Joseph Dempewolf, Julie Scott, Karen Wright, Kelly Adams, Lana Anthis, Marsha Compton, Mikayla Irish, Neshia Wilson, Pamela O'Neal, Sara McEachern, Stacy Salters, Vicki Forbes, Wendy Brooking, William Fulls

## II. Discussion

- a. Compensation Plan
  - i. Spreadsheets with Instructional memos were shared with leaders on Friday. Deadline is 5/18 to review budgets. Pay changes will be announced and communicated by June 12<sup>th</sup> to employees directly from HR and will begin on July 8<sup>th</sup> paycheck.
    1. ~1000 Staff - ~600 will receive salary adjustments
    2. ~550 faculty - ~350 will receive salary adjustments
  - ii. Questions/Concerns were raised through discussion and will be followed up on with HR.
    1. Do we have a sense of who this will impact significantly? We would like to see a chart of the distribution of raises by current salary. For example, how many staff in the top 20% of base salaries are getting raises vs. those in the bottom of the 20% of the distribution.
      - a. President Fonseca will circle back to this
    2. Will the Governor's veto and ability to increase tuition impact/reverse the salary increases as proposed?
      - a. No, it will not.
    3. It seems the information focuses on increases for faculty, not staff. Is that correct? Faculty have now been bumped twice (once on their own analysis and again with this university-wide sweep).
      - a. Some of this must deal with promotion and tenure status. President Elect Denise Gimlin shared from and HR meeting that on average, faculty were more grossly underpaid compared to staff based on HR meeting. In the first round for faculty only, they were able to enter year one, it was then put on hold. Faculty may have received something, but it was not comprehensive nor complete.

4. Have employees been categorized into the appropriate salary/wage quartiles based on experience yet? If not, why not, and what is the timeline for this? Were supervisors included in determining this categorization?
    - a. Not yet. This will be among next steps and will be requested.
  5. How is the university handling employees who may not have a long tenure of employment with WSU but brought significant job-specific years of experience with them?
    - a. No, it has not as it was not included in data. It is on the docket for the future. There will be follow up on this to bring back.
  6. Since merit was not considered in these pay increases have leaders been prepared on how to handle upset employees who feel they are owed more that did not fit into those metrics for raises.
- b. Budget and Legislative Review – Please review the attached slides.
  - c. Senate Awards and Yearly Recaps/Highlights
  - d. At-Large Senator Selections
    - i. Welcome back: Amy Beldon, Erin Shields, and Jennifer Nicholson
    - ii. Welcome to our new senators: Courtney Lockhart, Pamela O’Neal, William Fulls, Vicki Forbes, Neshia Wilson
  - e. Staff Senate Executive Election
    - i. Executive members shared their insights on serving in the role. For more information on serving in an executive role, please reach out to those in the role and view the positions here:  
<https://www.wichita.edu/services/staffsenate/PhotoDirectory.php>
    - ii. Nominations go live today and are due to Krissy by May 31<sup>st</sup>. Please nominate yourself or a fellow senator! Voting will take place on June 6<sup>th</sup> and executive officers will be confirmed and announced at our last meeting in June.
  - f. Planning for June Gathering - TBD

### **III. Shared Governance Activities**

- a. Integrated Planning Committee – No Updates
- b. Human Resources Search Committee
  - i. President-Elect Denise Gimlin will be serving on this search Committee.

### **IV. Senate Committee Updates**

- a. Communications and Website – No Updates
- b. Awards and Recognition
  - i. Congratulations to John Lee for being awarded the Citizen Distinguished Service Award from the Wichita Fire Department. John was awarded this prestigious award for his service and saving a life during an event.
- c. Professional Development and Service
  - i. Campus Tour event was successful with ~30 in attendance. Feedback noted an Innovation Campus and Sculpture Tour as possible options. Date is TBD.
  - ii. Shocker Food Locker Competition: Save the date Sept. 26 – Oct. 10<sup>th</sup>.
- d. Elections – No Updates

- e. Policy Review - No Updates
  - f. Ad-Hoc Committee on Annual Evaluations – No Updates
  - g. Executive – No Updates
- V. Campus/University Business Updates & Discussions**
- a. Academic Operations Council – No Updates
  - b. Budget Advisory Committee – No Updates
  - c. Human Resources - No Updates: Meeting was rescheduled
  - d. Legislative Update + KBOR Briefing
  - e. Parking Appeals + Traffic Appeals
  - f. President’s Meeting
    - i. Searches:
      1. Athletic Director Search has started, and the position description is available through the Search Firm’s website.
      2. Dr. Lefever is planning to adjust Dr. Kaye Monk-Morgan’s position description and will post this position internally.
      3. Director of Ulrich: This position will tentatively start in January
      4. Applied Studies Dean: On-Campus interviews tentatively planned for late August/early September with a start date in January.
    - ii. Alumni Association has voted to officially dissolve their board of directors and have officially merged with the Foundation.
  - g. RSC Board of Directors
    - i. No Report
  - h. UPS/USS President’s Council (KBOR)
    - i. Discussion regarding meeting in the summer considering the changeover of Execs teams for many schools
    - ii. Decision was made to keep monthly meetings as short “touch bases” to discuss merit base increases, tuition increases, Docking results, etc.
    - iii. Colleges are welcome to invite new exec being transitioned to meetings (just forward meeting invite)
    - iv. Need to send names of changes so Teams can be updates
- VI. Adjourn/Upcoming Meetings and Events/Shoutouts**
- a. Thank you, President Fonseca, for an awesome year for your leadership in our first year as a combined senate!
  - b. President-Elect Gimlin, we are excited for your leadership and look forward to our meeting in June!!!