



University Staff Senate Archives

University Staff Senate

Academic year 2022-2023

Agenda and Minutes of the Meeting of **December 13**, 2022

University Staff Senate

December 13, 2022 | 3:30pm-5:00pm | [ZOOM](#)

I. Call to Order

- a. Minutes approval process – Electronic
- b. Committee Reports/Updates – Submitted in Advance

II. New business

- a. Docking Survey Action Subcommittee
- b. Raise awareness of the opportunities/resources that exist for employees
 1. EAP
 2. Shock Start
 3. STARS
- c. Future meetings – in person or Zoom?
- d. SGA Mixer and desire to work collaboratively in the future.

III. Old Business/Reminders

- a. Professional Development HR Meeting update

IV. Committee Updates - provided in advance

a. Senate Committees

i. Awards and Recognition

1. Committee zoom meeting held Dec. 1st, where we started the discussion of gift ideas. We will have another meeting mid-January.
2. Website for nominations regarding Staff Services Awards is up and running.
3. We have another reminder going out through Strat Comm Dec. 17th to help get nominations. We will also have two reminders go out in January.
4. So far, nominations have been slow, please encourage your departments to nominate people and spread the word on campus. Deadline is end of January.

ii. Communication and Website

1. The Communications Committee met in November to discuss some updates to the senate webpages with a new landing page and streamlined navigation. We hope to have the changes published mid-January.

iii. Elections

1. No updates at this time

iv. Policy Review

1. No updates at this time

v. Professional Development and Service

1. Looking into scheduling a tour of NetApp(Industry Partners)in the Spring. They have spaces for community and a cafeteria.
2. Planning another neighborhood service project Touch Up Shocker Neighborhood in the Spring. Touching up project that were doing in the Fall with Brush Up Broadway. Would like feedback if doing it during a weekday would encourage more participation from staff. Brush up was on a Saturday morning.
3. Looking into potential available spots for staff to attend KLC Leadership training. Will know more soon. Also talking with HR to discuss prof development.

b. Campus/University Business Meeting Updates – provided in advance

i. AOC (Academic Operations Council)

1. No updates at this time

ii. Budget Advisory Committee

1. First meeting will be December 15th

iii. Human Resources Meeting (Joint with Faculty Senate Reps)

1. Meetings have been moved to 2nd Monday of the month, will provide update at Senate meeting on 12/13 from 12/12 meeting.

iv. KBOR Briefing

1. Approval granted to offer a BA in American Sign Language
2. WSU Approved for an increase in housing rates
 - a. 1.5% on all room types
 - b. 3% on single occupancy rooms
3. WSU Approved for an 3% increase in meal plans
4. KBOR is proposing a new performance agreement model, with more focus on effort/process and less on outcome.
 - a. New model is in place every three years; current framework is through Spring 2024.
 - b. This impacts how funding determinations are made.
 - c. We can tie this to NISS; we are in good shape relative to these proposed changes.
5. PSU is considering granting associates degrees automatically to bachelor's seeking students when they meet the requirements; WSU may look into this as well.

v. Legislative Update

1. Elections have been finalized; Tom Sawyer will no longer be the House minority leader, new minority leader will be Vic Miller.
2. Kansas is “flush with cash” – around 2.5 billion ending balance. There is hope some of that will be directed out to higher education
3. Zach and Andy will be meeting with the new legislators and the new county commissioner to continue advocating for WSU.

vi. President One-on-One

1. Discussed how student concerns mentioned at mixer mirror staff concerns – that staff (and faculty) are overworked and areas are understaffed, causing students to not get responses in a timely manner in some cases
2. Updated President on upcoming subcommittee meeting to identify attainable recommendations from the Docking survey
3. Discussed HR’s work on finding ways to incentivize professional development and his desire to have senate fully involved in those discussions. (our Professional Development committee is working with HR on this matter)
4. Discussed (as always) the need for the next level of MBC to move forward; and/or cost of living adjustments. We are hopeful that with the positive financial situation the state is in, and the reelection of a governor who supports higher education that some money could be allocated for at least inflationary adjustments, but of course we won’t know until the state does their budget for the next fiscal year.

vii. RSC Board of Directors

1. The Board approved the next phase of the RSC Expansion which would add several thousand square feet and renovation as well. This moves to SGA for funding approval
2. The Board approved a capital project to add a new supplies vending machine, similar to the one in Shocker Hall for the Flats/Suites
3. The Board heard the Q1 financial report for the RSC

viii. Traffic and Parking Appeals

1. Committee is busy processing appeals
2. Reminder to be aware of game day parking rules

ix. UPS/USS President's Council (KBOR)

1. First meeting since August will be held on 12/13/2022; will provide update at Senate meeting that afternoon.

x. VP of Finance & Administration One-on-One

1. Meeting rescheduled for 12/12/2022; will provide update at meeting on 12/13.

xi. OIEC Executive Director Search

1. In November, the search committee interviewed a wonderful candidate. That candidate was extended an offer by President Muma and was officially accepted. Further details will be shared once that information is made public.

V. As May Arise

VI. Upcoming Meetings/Events

- a. Fall Commencement – 12/18/2022, 2:30pm – 5pm(ish), Koch Arena
- b. Holiday Closedown – 12/21/2022 – 1/2/2023
- c. Next Senate meeting – 1/17/2023 – 3:30pm, 142 RSC
- d. Check the [Events Calendar](#) for upcoming events on campus

University Staff Senate

December 13, 2022 | 3:30pm-5:00pm | [ZOOM](#)

Senators in Attendance: Denise Gimlin, Jason Bosch, Matt Houston, Amy Belden, Marissa Kouns, Erin Shields, Stacy Salters, Kendra Nguyen, Jennifer Nicholson, Johny Buchanan-Spachek, Ali Levine, Rachel Tuck, Pamela O’Neal, Sara Rue, Lisa Clancy, Jessica Pierpoint, Vicki Forbes, Carrie Wyatt, Amy McClintock, Kennedy Rogers, Naquela Pack, William Fulls, Anne Marie Brown, Gabriel Fonseca, Cheryl Miller, Carrie Henderson, Neshia Wilson, Alysa Janner, Katie Austin

Not in Attendance: Randy Sessions, Teresa Moore, Jeswin Chankaramangalam

Guests: Wendy Brooking, Vanessa Chenault, Vanessa Souriya-Mnirajd, Amy Becker Amend, Lee Ann Birdwell, Trang Bui, Trish Gandu, Maggie Slack, Kris Roudebush, Md Gofur, Mikayla Irish, Stacia Boden, Anna Gorges, Francine Angell, Janine Andrews, Joseph Dempewolf

I. Call to Order

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II. New business

- a. Angela Aubrey has stepped down. Denise nominated Alysa Janner. Senators Ali Levine and Katie Austin second the motion. Unanimous yay response from all senators. Alysa is appointed to serve remainder of Angela’s term through June 2023, and will serve on the Elections committee.
- b. Announced that through advocacy of the senate and working closely with administration, WSU was able to grant two additional paid leave days during the holiday break, to match what was being done at other KBOR institutions. Formal announcement will be in WSU Today on 12/14/22.
 - i. There is a push within the Joint Councils (senate leadership from all Regents institutions) for permanently implementing paid days for holiday shutdown. This is a possible discussion to happen with KBOR.
- c. Docking Survey Action Subcommittee
 - i. Subcommittee reviewed, generating ideas, and gathering data for possibilities of improvements.
 1. This is dependent on funding and costs.
- d. Senate would like to raise awareness of the opportunities/resources that exist for employees. Several programs are available to employees that are not widely talked about:
 1. [EAP – Employee Assistance Program](#) for legal assistance, counseling, financial advice, etc.
 2. [Shock Stop](#) – Over 40 businesses that have agreed to offer discounts to WSU Employees with a Shocker ID.
 3. [STAR](#) – Discount program for products and services around Kansas (and Branson MO!)

- e. Future meetings – in person or Zoom?
 - i. Preference among senators to use Zoom for meetings for right now, possibly through January or February and reconsider at future meetings.
- f. SGA Mixer went very well and there is a desire to work collaboratively in the future.
 - i. Attended by Matt Houston, Kendra Nguyen, Vicki Forbes, and Rachel Tuck
 - ii. Discussed the possibility to continue regular meetings.
 - iii. This is a good opportunity to hear how the different senates operate and how decisions are impacting each group.

III. Old Business/Reminders

- a. Professional Development HR Meeting update
 - i. Committee has been working with HR on professional development opportunities.
 - ii. Looked at opportunities that already exist. Working on a centralized location for this information.
 - iii. Considering what opportunities are desired by WSU employees
 - iv. Possible reward for completing badges or professional development courses
 - 1. Are there corporate sponsor opportunities for funding?
 - 2. Financial rewards could be possible.
 - v. There are considerations about supervisors not allowing employees to attend conferences and professional development training. Employees may not be encouraged because the employee is then not available for daily operations while in attendance of the training. The ability to attend trainings and conferences need to be supported by leadership to allow more flexibility for professional development.
 - vi. Send questions and ideas to [Naquela Pack](#).
- b. HR Leadership Team Update
 - i. MBC – Getting closer to being able to take the next phase forward with recommendations.
 - ii. Early January, results will be shared with the leadership team. HR will then meet with the senates on the next steps.
 - iii. HR was approved for a new talent management system. This will take some time to set up for WSU. This will move forward in early 2023, may take about 2 years to be fully functional.
 - iv. Employee Focus Groups – to focus on the survey data and gather what employees really think and feel.
 - 1. Possible mixed groups/groups by division
 - 2. There are concerns about confidentiality and ability to speak freely, this will be addressed.
 - v. Concerns about the number of email accounts owned by HR

1. Difficult to know which email to use and do not know who is responding.
2. Also receiving different responses depending on which account is used.

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- a. Denise discussed the issue. President Muma has not heard this from students but was receptive to the discussion.
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5. Joint Counsel was to present Docking survey results to KBOR, was not able to get on the December meeting but is scheduled for the January meeting.

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x. VP of Finance & Administration One-on-One

1. Parking advisory committee will be re-forming; I will represent the senate
2. Discussed work being done around campus in the near future:
 - a. Plan to demolish Neff Hall

- b. Renovations to Wilkins Stadium to allow WSU to host conference play
 - c. RSC Expansion – Still has steps to go for final approval, but if all goes through, construction could start possibly in Fall 2024
 - d. IELC and IELC Annex will be demolished by the end of the FY
 - e. ATF will be working on their new building to the west of the building they will soon take over.
 - f. Cessna Stadium – first step of phase 1 will begin after the HS track meet in the spring, second step of phase 1 will begin after the HS track meet in spring 2024. Will need donors to replace the west side of the stadium (naming opportunity)
 - g. Some R&R resources are being spent on sprucing up Corbin
3. Discussed the possibility of getting state money in the next FY to increase salary and/or adjust for inflation. Given the positive nature of the state's coffers, we are hopeful that the governor will make allocations for this.

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