



University Staff Senate Archives

University Staff Senate

Academic year 2022-2023

Agenda and Minutes of the Meeting of April 18, 2023

Additional information: Archived in SOAR: Shocker Open Access
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University Staff Senate

April 18, 2023 | 3:30pm-5:00pm | RSC 142 – Harvest Room

I. Call to Order

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

II. New business

- a. Presentation from Vicki Whisenant, Executive Director of Human Resources regarding the Talent Management System implementation
- b. Presentation from Dr. Elizabeth King, President and CEO of WSU Foundation and Alumni Engagement
- c. Presentation from Dr. Courtney McHenry, Executive Director of Civil Rights, Title IX, and ADA Compliance (CTAC)
- d. Teresa Moore retired

III. Old Business/Reminders

- a. Executive committee has finished reviewing/revising the bylaws and constitution. I will send them out to the entire senate to review in advance of the May meeting where we can discuss any concerns and/or vote on adopting the changes.
- b. Update on partnerships paying to park

IV. Committee Updates - provided in advance

a. Senate Committees

i. Awards and Recognition

1. Our co-chair for this committee, Teresa Moore, has retired. As the duties for this committee are primarily concluded, we will not name a new co-chair. Jessica Pierpoint will return from maternity leave in early June.
2. Shocker Pride Celebration - May 5, 9am in Woolsey Hall

ii. Communication and Website

1. The Communications Committee met on 4/5, and discussed a first draft of our committee guide. Looking ahead, we will be building the candidate bio webpages for upcoming elections.

iii. Elections

1. The Elections Committee is currently in the middle of Elections.
 - a. There were 188 nominated
 - b. 57 have accepted the nomination
 - c. 49 still undecided
 - d. Currently working on collecting bios and pictures of those who have accepted the nomination for posting on the website.

- e. Elections for the Staff Senate will begin on Monday, April 24th and continue through May 1st. Please encourage all Staff to vote!

iv. Policy Review

1. No updates at this time

v. Professional Development and Service

1. 25 people signed up for the tour of NetApp on April 11
2. Had a robust conversation around KLC leadership programming on March 23rd and how senate could potentially support this effort and if it makes sense to continue to pursue.

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. Meetings are ongoing – reviewing GU funding proposals totaling around \$20 million. The committee is ranking the proposals in order of priority
2. Until the state budget is finalized, we won't know for sure how much we have to put toward those proposals as well as toward pay increases
3. We are expecting to ask for a 2.9% increase in tuition (we've had 0% increase over 3 of the past four years)

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

1. Shared with HR information about a salary incentive program at Florida State College at Jacksonville, that allows employees who complete 120 hours of professional development activities to apply for a 1% raise every 3 years. Gabe heard about this at a conference and shared the information with us to look into. HR will review to determine if we might be able to incorporate something similar at WSU.
2. HR shared a draft of their FY 24 Budget/Compensations Communication and Timing calendar. This is intended to make it clear when notifications will be sent out regarding potential pay changes, and to whom. All with caveat that nothing is set in stone until we know what the State's budget will be and what money we might have to use to address the recommended pay increases.
3. Senate had brought forward a question about whether WSU could offer signing bonuses or other hiring incentives to attract quality employees. Answer - while there is no central budget for this, each hiring area can make these types of offers as funding allows. Questions about this can be directed to HR.

4. Progress continues to be made on the updates regarding Lactation/Wellness rooms and related policy updates
5. COVID 19 protocols will be expiring in May. WSU will be rolling back our messaging about COVID over the next 30 days.
6. Women's Leadership Luncheon – April 28th 12pm – 1:30pm in the RSC Beggs Ballroom – watch WSU Today for more details.

iv. KBOR Briefing

1. March meeting had a light agenda – we let them know we'll be using private funds to make improvements at the softball stadium (on consent agenda)
2. Discussion about a change to the definition of a bachelor's degree – this would allow more transfer hours to come in from a community college, reducing the number of hours required to be earned at a 4 year institution (with some exceptions). Investigating whether this is mandatory or "suggested" practice.
3. No action will be taken on recommendations from the rpk Group, but they will be sending feedback to the various campuses.

v. [Legislative Update](#)

1. Legislature has adjourned until 4/24. Before leaving, they did **not** take action on the governor's proposed 5% pay increase for state employees, leaving it to be decided in Omnibus.
2. They also did not fund NISS initiative or inflationary adjustments – not sure if they will be readdressed to be funded in Omnibus
3. They focused on one-time money – so they did approve \$5 million in cybersecurity, \$20 million for facility renewal (deferred maintenance) and \$10 million for demolition of obsolete facilities.
4. They did fund \$142 million towards the Health Sciences center - \$71 million each for WSU and KUMC. Does not cover full amount – looking at needing an additional \$55 million beyond what is expected through fundraising.
5. We asked (in Proviso language) for bonding authority for renovations to Cessna Stadium and the Build Back Better Hub of Advanced Manufacturing & Research
6. Kansas Comprehensive Grant (provides need-based aid) – instead of leaving to KBOR to determine how to distribute, they are pushing for a change that would split the funding between private institutions and KBOR institutions. Governor Kelly could veto this.
7. The bill to remove vaccine requirements (including meningitis vaccines in dorms) failed.

vi. President One-on-One

1. Brief discussion relative to budget situation in legislature and how it might impact pay increases this coming FY
2. Discussion relating to proposals that will be forthcoming from senate

vii. RSC Board of Directors

1. Approved capital project for the bowling alley
2. Heard presentation from Dining Services about new food option in the RSC (replacing Breakfast & Co)
3. Chick-fil-A will have a renovation in the summer
4. Board will break until June

viii. Traffic and Parking Appeals

1. Nothing new to report

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

1. Went over what was discussed at KBOR (same info as covered in KBOR debrief meeting here)
2. KSU mentioned a proposal that was being discussed whereby instead of giving everyone an across-the-board increase of a certain percent, they'd give everyone a set amount. This would be more meaningful for those who were lower paid, and would not further exacerbate the salary gap between some employees. This was passed on to our HR team to review as a possibility to consider, along with the idea that there could be a salary cap on those who receive raises (Percentage raise given to those who make less than \$150k, for instance)
3. Most other KBOR institutions are undergoing market salary reviews as well.

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

1. Discussed budget situation in legislature and how it might impact pay increases this coming FY.
2. Considering putting forward a request for approval to increase tuition around 2.9%; requests are due by May 5. Difficult to know what increase to request when we don't yet know what will be funded by the state.

xi. PET & Constituent Heads

1. Enrollment number projections for fall are currently down, especially with international graduate numbers, but to be expected given very large increase last fall.
2. DEI work will continue in the fall; reminder that Diversity events need to be true events and not just "checking a box" – it needs to be meaningful.

3. Covid state of emergency will end in the US in May. WSU will also end our state of emergency and return to the “new normal”. Covid testing for the state will end in May as well.

V. As May Arise

VI. Upcoming Meetings/Events

- a. Senate Elections – April 24 – May 1 – don’t forget to vote!!!
- b. Women’s Leadership Luncheon – April 28, 2023 – 12pm in the Beggs Ballroom
- c. Shocker Pride Celebration – May 5, 2023 – 9am, Woolsey Hall
- d. Next Senate meeting – May 16, 2023 – 3:30pm, Room 142 RSC
- e. Check the [Events Calendar](#) for upcoming events on campus

University Staff Senate

April 18, 2023 | 3:30pm-5:00pm | RSC 142 – Harvest Room

Senators in Attendance: Denise Gimlin, Amy Belden, Matt Houston, Marissa Kouns, Jason Bosch, Katie Austin, Stacy Salters, Alysa Janner, Rachel Tuck, Kendra Nguyen, Carrie Henderson, Anne Marie Brown, William Fulls, Ali Levine, Sara Rue, Erin Shields, Vicki Forbes, JaNeshia Wilson, Pamela O’Neal, Lisa Clancy

Senators Not in Attendance: Kennedy Rogers, Naquela Pack, Jennifer Nicholson, Amy McClintock. Johnetta Buchanan-Spachek, Randy Sessions, Cheryl Miller, Jessica Pierpoint, Carrie Wyatt, Gabriel Fonseca, Jeswin Chankaramangalam

Guests in Attendance: Angela Linder, Krista Thacker, Gage Dowling, Mikayla Irish, Lana Anthis, Mia Hennen, Stacia Lyday, Vicki Whisenant

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- a. Presentation from Vicki Whisenant, Executive Director of Human Resources regarding the Talent Management System implementation
 - i. See *VII Talent Management System – Vicki Whisenant* for detailed notes.
- b. Presentation from Dr. Elizabeth King, President and CEO of WSU Foundation and Alumni Engagement
 - i. See *VIII WSU Foundation and Alumni Engagement – Elizabeth King* for detailed notes.
- c. Presentation from Dr. Courtney McHenry, Executive Director of Civil Rights, Title IX, and ADA Compliance (CTAC)
 - i. See *IX Office of Civil Rights, Title IX and ADA Compliance – Dr. Courtney McHenry* detailed notes.
- d. Senator Teresa Moore has retired. Since it’s so close to the end of the term, we will not replace her senate seat or her role on the awards committee since their work is done for the year.

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- b. Update on partnerships paying to park
 - i. Depends on the contract with the partnership
 - ii. Airbus paid for the creation of their parking lot so they control whether employees have to pay to park there

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VII. Talent Management System – Vicki Whisenhant

- a. For presentation, visit [2022-2023 Meeting Information](#) for April 18, 2023.
- b. Talent Management refers to strategy on how to attract, recruit, develop, and retain employees
- c. New system replaces People Admin
- d. 2020 Revisioning Team
- e. 2023 – approved vendor and project
 - i. 1st phase: focus will be on talent recruitment, sourcing, and onboarding
 - ii. 2nd phase: will be on learning, performance, and succession in 2024
- f. For candidates
 - i. Mobile: Easier to view, apply, and onboard
 - ii. Text: Easy to communicate

- iii. Experience: Interactive and engaging
- g. For Employees
 - i. Single Sign On: Easy Access
 - ii. Text: Easy to communicate, managing hiring process
 - iii. One System: I-9 and backgrounds
 - iv. Dashboard: At-a glance information
- h. Hiring Managers, Department Assistants, and WSU End Users
 - i. Text, Mobile, Dashboard
 - ii. Marketing
 - iii. Single sign on
 - iv. Banner Interface: reduced manual data entry
- i. For WSU
 - i. DEI & B: more accessibility, easier process, and better experience
 - ii. Student Success and Persistence: One application, multiple job postings, easy access and communication
 - iii. Enhanced Information: Increased reporting capability
- j. Implementation Structure
 - i. Advisory groups, collaborative process
 - ii. Steering committee for decision making
- k. Timeline Project 1 – Talent Acquisition
 - i. Go live December 2023
- l. Timeline Project 2 – 2024?
- m. Next Steps
 - i. Forming Steering and Advisory Committees
 - ii. Introduction of Talent Management System to Informed Stakeholder groups
 - iii. Name Project – want your help!
 - 1. Suggestions accepted until May 1
 - 2. Send suggestions to Krista.thacker@wichita.edu
- n. Questions:
 - i. Will training be available?
 - 1. Answer: Yes
- o. Will student employees be using this system?
 - i. Answer: Yes.... The goal is hopeful that it will interface with Banner that possible we will not need epafs for non-benefits eligible new hires. Goal to not use epafs for non-benefit eligible. Currently working on contractor module and see how it builds with the system, intent to build to work with Banner... Very hopeful that this will be beneficial

VIII. WSU Foundation and Alumni Engagement – Elizabeth King

- a. For presentation, visit [2022-2023 Meeting Information](#) for April 18, 2023.
- b. Foundation and Alumni merge – 2023
- c. Stacy Williamson hired as VP
- d. National Advisory Council Committee, Foundation reports directly to the committee and not WSU President

- e. Serves
 - i. 107K alumni
 - ii. 15.5 non-degree alumni
 - iii. 9755 donors
- f. 30-year endowment growth
 - i. \$67 mil in 1993 to \$383 mil in 2022
- g. Fee Structure
 - i. 2.1% of budget comes from the university
 - ii. 5% of all money raised and invested used to support staff in Foundation
- h. Year to date: at \$30 mil of \$40 mil goal
- i. Major fundraiser priorities
 - i. Need-Based Scholarships
 - 1. Year to date raised: \$6.2 million as of March 31, 2023
 - ii. Shocker Success Center
 - 1. Goal \$5,25 mil
 - 2. YTD \$5.1 mil
 - iii. Wilkins Stadium
 - 1. Total Project Cost is \$19.85 million
 - iv. University Stadium
 - 1. Total Project Cost: \$51.3 million
 - 2. \$11.8 mil approved from WSU Board of Trustees
 - 3. \$39.5 mil will be combination of university funds, private gifts, and local funding
- j. Questions
 - i. Will the Wilkins stadium renovations involve the Heskett Center?
 - 1. Answer: The facility will not be attached to Heskett, but fit right in between
 - ii. Will there be another Annual Day of giving?
 - 1. Answer: Yes, this will take place in September. Date TBD

IX. Office of Civil Rights, Title IX and ADA Compliance – Dr. Courtney McHenry

- a. Email to contact the Office of Civil Rights, Title IX, and ADA Compliance: CTAC@wichita.edu or Courtney.mchenry@wichita.edu
- b. Change in name and office structure to reorganize the office and responsibilities from Office of Institutional Equity and Compliance to Office of Civil Rights, Title IX, & ADA Compliance.
- c. Title IX Coordinator role has changed to Assistant Director
 - i. This is a specialized role and experience is needed
- d. Office needs increased staffing to be able to organize operations and responsibilities
- e. Potential change to Title IX guidance, this can change by each presidency
- f. Questions:
 - i. When Title IX guidance is here, how will that be communicated?
 - 1. Answer: CTAC will review changes and determine how to communicate this to the university.

- ii. Comment about Title IX Training. Training was very lengthy. Are there options for continued training or changes to the program?
 - 1. Answer: Potentially moving to a different program that would not be as long but have options to review and find out what will be best for WSU
- iii. Title IX had good training and scenarios, but there were multiple trainings that were required for some employees due to requirements from organizations. Are there options to reduce redundancies?
 - 1. Answer: CTAC will explore other options, current training program has already been paid for, and contract is up in January, so will likely not use the same system again for next year.