



# University Staff Senate Archives

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University Staff Senate

Academic year 2022-2023

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## Agenda and Minutes of the Meeting of May 16, 2023

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**Additional information:** Archived in SOAR: Shocker Open Access  
Repository at: <https://soar.wichita.edu/handle/10057/23631>

# University Staff Senate

May 16, 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. Athletics Policy & Culture – Kevin Saal & Clay Stoldt
- b. Constitution revisions (sent to Senators in advance)
- c. Bylaws revisions (sent to Senators in advance)
- d. Proposal document (sent to Senators in advance)
- e. Nominations for Senate Awards
- f. Election Results
- g. Executive positions available for the 2023-2024 year

## III. Old Business/Reminders

- a. Update on pay adjustments for FY2024

## IV. Committee Updates - provided in advance

### a. Senate Committees

#### i. Awards and Recognition

1. Recognition ceremony was held on Friday May 5 at Woolsey Hall. They are uploading the photos to the [Shocker Pride website](#) so go check them out!

#### ii. Communication and Website

1. Created/published the senate election nominees page.
2. Met on 5/3 to approve a final draft of the Communications Committee guide.
3. Many thanks to this fantastic team for their excellent work this year!

#### iii. Elections

1. Senate elections were held at the end of April – Thanks to all who voted and got the word out – while then numbers seem low, it was a higher voter turnout than last year!
  - a. 203 Exempt employees voted
  - b. 127 Non-exempt employees voted
2. A special thank you to all members of the Elections Committee for their help in making the elections a success – you are appreciated!

3. Senators elected for the 2023-2025 term:
  - a. Exempt: Lyndsay Pletcher, Kennedy Rogers, Krissy Archambeau, Courtney Lockhart, Emily Martin, Jacob Mendez
  - b. Non-Exempt: Matthew Houston, Wendy Brooking, Marissa Kouns, Amy McClintock, Nathaniel Johnson, Jessica Pierpoint, Johny Buchanan-Spachek, Akeila Wilson, Rhenee Swink.
4. A huge welcome to all our new senators and welcome back to our re-elected senators!

**iv. Policy Review**

1. No updates at this time

**v. Professional Development and Service**

1. Continuing KLC conversations and inviting HR (Sheryl Propst) to join in next time
2. Recommend for next term that we run another Back 2 School drive in early August to benefit students in the Shocker Neighborhood
3. Plan for the Stock the Shocker Locker Challenge again the fall, corresponding with Good Neighbor week!

**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. Tuition proposal has been sent forward to KBOR, details should not be released until after the first read, which will be on May 17<sup>th</sup>. At that time, we should have a good indication of what will be decided on June 14/15.
2. If KBOR does not approve the package we are asking for, it is possible that we might not be able to provide the full 2.5% pay increase we are hoping to provide employees. The university is committed to try to make it work – but it depends on the proposal being approved to make up for what we did not get from the state.
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the various steps. In all but one place, the timeline included a specific number of “university business days”. In the section for senior leadership to review, it referenced calendar days. After discussion, it was determined that it was an oversight, and all dates on the timeline should reference university business days, and not calendar days. This is being adjusted by General Counsel.

2. FY24 Pay Cycle update – discussed the timeline for getting the information out the leaders – note that leaders in this case are upper-level leaders. For instance – in a college, it will be the dean, not the department chair who receives the notices. Deans should share that information out to the next level of leaders. For non-academic units, the same is true, the upper-level leader would receive the info and need to share it down.
  - a. Leaders were given the info (not specific pay info but market change info) on April 24, with a deadline of May 5 to come back with any concerns.
  - b. HR is now looking at whose who were below their minimum to determine how those increases will be implemented.
  - c. HR is also looking at those who were impacted last year by the lack of consideration of PIR (faculty) to make those adjustments this year
  - d. Plan is to provide across the board raises for the rest.
  - e. Above info should be loaded into the budget system by May 12<sup>th</sup>, including the across-the-board increases.
  - f. Budget system will be open until May 26<sup>th</sup>.
  - g. Leaders notified week of June 5 about the salary increases and should share/discuss this information with employees.
  - h. Staff will be notified the week of June 26<sup>th</sup> of what their new pay will be.
3. We have received approval to move forward with the application for the Breastfeeding Employees Support Award, which is administered by the Kansas Breastfeeding Coalition, Inc. (KBC) to recognize employers in Kansas that provide workplace support to their breastfeeding employees.
  - a. Once awarded, we will receive a plaque and recognition on the KBC website, as well as in a press release to local media
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4. Discussion on SB 180 – titled “Establishing the women's bill of rights to provide a meaning of biological sex for purposes of statutory construction” and what it’s passing means for WSU.
  - a. Right now, it seems no one is sure what this impacts or how it will be administered.
  - b. Faculty Senate has already asked Emily Patterson to add a layer to the interactive campus maps that will show where non-gender-specific restrooms are located
  - c. Discussed that as we move forward with new buildings and renovations that we have more facilities that are accommodating to different cultures and ADA accommodations, including the addition of restrooms with bidets.

#### iv. KBOR Briefing

1. Request to adjust the Marcus Welcome Center addition cost due to inflation was approved
2. Tuition increase for EMBA program was approved
3. Amended the bachelor’s degree policy – maximum of 75 hours are allowed to transfer from a community college. Still requires 45 hours of upper division coursework. Degree can require no more than 120 hours total unless exempted due to it being a special program (engineering, etc.).
4. Working on getting an associate’s degree automatically awarded when a student meets the requirements. This is recommended in the NISS Playbook as a means of increasing retention.
5. Program review process was discussed – what is being proposed is similar to what WSU is already doing, so if it is adopted, it will not be a big change for us.

#### v. [Legislative Update](#)

1. Governor vetoed the tax bill and proposed tax rebates for all taxpayers, but legislature did not want to compromise. They tried twice to override the veto but failed.
2. Governor vetoed the change to DEI requirements; legislature was unable to override.
3. Denied the inflationary adjustment the governor recommended because an economist said inflation in the Midwest was “easing off”.
4. \$20m Comp Grant (need based aid) – there has been a battle here because legislature wanted to split this funding between public and private colleges. Governor is opposed to providing public money to pay for private education. She left in the money allocation but vetoed the language that would indicate that money was to be split with privates, so it should be administered

as it was last year. (Note – this money is for all Regent's institutions – last year WSU's portion was about \$4.2m)

5. Omnibus bill included:
  - a. 2.5% pay increase for state employees
  - b. \$9.5 million to Regents institutions for NISS playbook
  - c. Additional \$13 million for Health Sciences campus (split between WSU and KU) (already approved \$142M)
6. Took \$5m out of the Comp Grant and earmarked it for private schools in the Omnibus bill. Governor may veto this, which would put that \$5m back into the main Comp Grant to be administered as usual.
7. SB 180 – defining men and women based on reproductive anatomy at birth. It contains no enforcement instruction, and its constitutionality is likely to be challenged.

**vi. President One-on-One**

1. Discussed how the forecasted decrease in new students in the fall will impact our budget – they are expecting about \$2.5m less in revenue in the fall.
2. Discussed how raises could be distributed (I met with him before the legislature had set forward the Omnibus bill, so we had nothing concrete to go on)

**vii. RSC Board of Directors**

1. Board meets quarterly – next meeting is in June.

**viii. Traffic and Parking Appeals**

1. Like the rest of campus, they were unable to access the parking system, so there was a bit of a delay in reviewing appeals. All appeals should be reviewed by May 12<sup>th</sup>.

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

1. No meeting held since March

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

1. 2.5% from state is SGF funds, so equates to a 1.5% raise for all staff. We will try to get to 2.5% across the board as well as fix the PIR issues (faculty) from last year and raise staff to the minimum of their pay grade
2. We will forward our request to KBOR on May 5 to request a tuition increase. Expecting to ask for somewhere between 5 and 6% increase.
3. Will know if the increase is approved on June 14<sup>th</sup> or 15<sup>th</sup>.

**xi. PET & Constituent Heads**

1. No meeting since last Senate meeting

V. **As May Arise**

VI. **Upcoming Meetings/Events**

- a. Next Senate meeting – June 20, 2023 – 3:30pm, Room 142 RSC
- b. Check the [Events Calendar](#) for upcoming events on campus

# University Staff Senate Minutes

May 16, 2023 | 3:30pm-5:00pm | RSC 142 – Harvest Room

**Senators in Attendance:** Denise Gimlin, Jason Bosch, Marissa Kouns, Vicki Forbes, Rachel Tuck, Sara Rue, Kendra Nguyen, Will Fulls, Jennifer Nicholson, JaNeshia Wilson, Randy Sessions, Amy McClintock, Alysa Janner, Katie Austin, Carrie Wyatt, Kennedy Rogers, Erin Shields, Pamela O’Neal, Stacy Salters, Lisa Clancy, Anne Marie Brown, Joseph Dempewolf, Jessica Pierpoint, Johnetta Buchanan-Spachek

**Senators Not in Attendance:** Amy Belden, Naquela Pack, Matt Houston, Carrie Henderson, Ali Levine, Cheryl Miller, Jeswin Chankaramangalam, Gabriel Fonseca

**Guests:** Beth Uhler, Wendy Brooking, Brook Marchant, Christina Covey, Nathan Johnson, Sarah Matthews, Mia Hennen, Angela Linder

## I. Call to Order

- a. Minutes approval process – Electronic

## II. Committee Reports/Updates – Submitted in Advance

### New Business

- a. Athletics Policy & Culture – Kevin Saal & Clay Stoldt

- i. 2020 Athletics Policy and Task Force to take an overview of athletic operations, comprised of athletic staff, student athletes, faculty
  - ii. Examined athletics department policies, practices, and organizational climate.
  - iii. Conducted a self-report climate study
  - iv. 41 recommendations in the following areas:
    1. Reporting & Procedures,
    2. Policies and statements
    3. Additional resources, trainings, and organizational best practices
    4. Recommendation for the American Athletic Conference.
  - v. 2022 – Kevin Saal established a committee to take action
  - vi. August 2022
    1. Began work to implement 41 APC Task Force Recommendations
  - vii. Current Status
    1. 39 of 41 recommendations have been substantially completed.
    2. Remaining work on the 2 outstanding items continues and will be completed by June 2023
      - a. Holistic Student Athlete Development Trainings
        - i. Post-Shocker Life Assessment
        - ii. 16<sup>th</sup> Team – DEI Team
        - iii. 1<sup>st</sup> Year Experience Course
      - b. Athletics Coaches and Staff Training Program
- b. Constitution revisions (sent to Senators in advance)
  - i. Executive Committee reviewed and made changes to bylaws. These changes were sent to the senate for review. The changes were to realign with current practices.



- c. Bylaws revisions (sent to Senators in advance)
  - i. Motion to Approve- Rachel Tuck
  - ii. 2<sup>nd</sup> Motion to approve – Sara Rue
    - 1. Vote by senate and is approved.
- d. Changes included number of senators on each committee, order of command
  - 1. Motion to approve – Rachel Tuck
  - 2. 2<sup>nd</sup> Motion to approve– Erin Shields
  - 3. Vote by senate and is approved.
- e. Proposal document (sent to Senators in advance)
  - i. Committee met to form recommendations in response to the Docking Survey
  - ii. These recommendations are sent to HR for review and consideration.
    - 1. Recommendations include flexibility, parking, benefits, and pay
    - 2. Question on Reserved Spot Parking – will parking discounts reduce the number of reserved spots available?
      - a. Potentially, but new reserved spots could be created. Limited to the number of spots on campus available for faculty and staff.
      - b. Question: If parking discounts could be approved, are we going to ask to make up the money somewhere else?
        - i. Will make a note to review this and repercussions of decreased parking income from faculty and staff.
      - c. Question/Comment: Potentially do the discount for 1 year for award winners
        - i. We really would like perks for employees to reward longevity.
    - 3. Tuition Benefits
      - a. Beneficial to encourage staff to pursue education and can retain staff.
      - b. Proposing to have benefit cover course fees as well.
      - c. Question: Time arrangement for classes within the work day. Can this be considered with flexible work arrangements? Is there guidance for supervisors?
    - 4. Pay
      - a. Potential Merit pay opportunities in the future, dependent on funding. Proposal to suggest bonus to employees depending on their performance rating.
      - b. Suggestion to reward professional development.
      - c. Addition for the proposal to add that the funding would come from a central pool of funding.
    - 5. Dining Services
      - a. Potential staff discount for food
    - 6. Shocker Dollars on Shocker cards that can be used by staff.
  - iii. Motion to approve with edits: Rachel Tuck
    - 1. 2<sup>nd</sup> Motion : Anne Marie Brown

2. Motion passed, Denise will follow up with a final copy and submit to administration
- f. Nominations for Senate Awards
  - i. Senate awards for Outstanding Achievement, Rising Star, and Committee of the Year. Denise will be sending out a request for nominations. Winners will be announced during the final meeting in June.
- g. Election Results
  1. Senators elected for the 2023-2025 term:
    - a. Exempt: Lyndsay Pletcher, Kennedy Rogers, Krissy Archambeau, Courtney Lockhart, Emily Martin, Jacob Mendez
    - b. Non-Exempt: Matthew Houston, Wendy Brooking, Marissa Kouns, Amy McClintock, Nathaniel Johnson, Jessica Pierpoint, Johny Buchanan-Spachek, Akeila Wilson, Rhenee Swink.
  - h. Executive positions available for the 2023-2024 year
    - i. Naming of new executive team will be pushed back a little bit for the upcoming year to give Jason Bosch time to identify at-large senators. New exec team should be named and sworn in at the meeting in July.
- III. **Old Business/Reminders**
  - a. Update on pay adjustments for FY2024
    - i. University is feeling optimistic about our tuition proposal being approved by KBOR (5.9% increase), but if they do not, it could impact whether the University could provide the full 2.5% across-the-board raises.
      1. Decision by KBOR will be made June 14<sup>th</sup>/15<sup>th</sup>
      2. Reminder that compensation related to grant-funded positions can be limited by the grant award. Areas that believe their RU budget cannot afford to fund the proposed increase are able to ask for review from their budget analyst, with justification that articulates why they adjustments cannot be supported, the projected impacts on the area's RU cash balances (including Foundation monies). Efforts will be made to ensure all can receive the planned increase, but it is possible that some positions may not receive the 2.5% increase.
- IV. **Committee Updates - provided in advance**
  - a. **Senate Committees**
    - i. **Awards and Recognition**
      1. Recognition ceremony was held on Friday May 5 at Woolsey Hall. They are uploading the photos to the [Shocker Pride website](#) so go check them out!
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2. Met on 5/3 to approve a final draft of the Communications Committee guide.
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