



# University Staff Senate Archives

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University Staff Senate

Academic year 2021-2022

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## Minutes of the Meeting of March 22, 2022

# University Staff Senate

March 22, 2022 | 3:30pm-5:00pm | Zoom

**Senators In Attendance:** Ali Levine, Sara Rue, Denise Gimlin, Kendra Nguyen, Angela Aubrey, Carrie Henderson, Marissa Kouns, Quang Nguyen, Amy McClintock, Rachel Tuck, Krissy Archambeau, Jessica Pierpoint, Jessica Walles, Ellen Abbey, Jason Bosch, Amy Belden, Teresa Moore, Johny Buchanan-Spachek, Matt Houston, Gretchen Holthaus, Angela Linder, Kayla Jasso

**Guests In Attendance:** Judy Espinoza, Brook Marchant, Wendy Brooking, Jennifer Snyder, Lana Anthis, Joseph Dempewolf, Naquela Pack, Randy Sessions, Kevin Crabtree, Lisa Clancy, Marsha Compton, Stacia Boden, Stacy Salters, Aswini Kona Ravi

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

## II. Presentation

- a. Update on the Workforce DEI plan – Human Resources – Judy Espinoza
  - i. Talent consultant roles are being created in HR talent acquisition team to assist supervisors and search teams with conducting searches
  - ii. Developed guidance and resources for Flexible Work Arrangements to ensure fair implementation across the university.
  - iii. Diversity in Action Training is being refreshed in near future. Collaboration between HR and Student Affairs. Units wishing to schedule diversity training for their teams should contact HR.
  - iv. ADA accommodation funding for employees with approved accommodations will be taken over by HR. HR will still work closely with supervisors to go through the accommodation process, but leaders no longer need to worry about whether they can provide accommodations based on available funding.
  - v. Compensation Gap Analysis is ongoing. Next stage is pay change recommendations in April and May ahead of the university finalizing its FY23 budget, which is when implemented pay changes will take effect.
    1. The base pay analysis may include closer review of an employee's file if there is a statistically significant difference in their pay from their comparable colleagues. This review could require additional documentation and conversations with supervisors.
    2. This cycle will start all over again in 18 months and again at 36 months.
    3. These possible pay changes are independent of any salary increases that may come from the proposed state budget.

## III. Discussion

- a. Annual Evaluations Committee Report
  - i. Thanks to the Senators and HR staff who put together recommendations through this ad hoc committee.

## IV. The committee developed six goals that focus on the timing and reasoning of evaluations, accountability for completion, and making the process more engaging.

### Shared Governance Activities

- a. University Space Utilization

- i. The committee submitted a proposal for ways the university can use our space more efficiently. That proposal is being reviewed for comment by various stakeholder groups. Group's work is considered to be done at this point.
- b. Integrated Planning Committee
  - i. No updates at this time.
- c. EVP and Provost Search Committee
  - i. Provost Candidates will be on campus April 4, 5 & 7<sup>th</sup>.

## V. Senate Committee Updates

- a. Communications and Website
  - i. Offered to help with distribution and publicizing of Docking Group survey that will be delivered to inboxes on April 5.
- b. Awards and Recognition
  - i. Distinguished Service Award winners have been notified and will be recognized at the President's Distinguished Service Award Ceremony on May 6 at 9am in the Marcus Welcome Center.
    - 1. Staff Senate Presidents Distinguished Service Award will go to:
      - a. Constance Owens, Graduate Assistantship Specialist, Graduate School Dean's Office
      - b. Jessica Provines, Assistant Vice President for Wellness, Chief Psychologist, Counseling Services
      - c. Kyle Garwood, Captain, University Police Department
      - d. Melanie Bayles, Clinical Coordinator / Placement Coordinator, Physician Assistant Program
    - ii. Wayne Carlisle Distinguished Service Award will go to:
      - 1. Sheelu Surender, Executive Director Financial Aid and Scholarships, Office of Financial Aid
    - iii. The committee is working to notify and congratulate the other nominees.
- c. Professional Development and Service
  - i. Friday, April 29<sup>th</sup> 11:30 – 12:30 will be a historical walking tour of campus with Dr. Jay Price, followed by lunch at the Food Trucks with Wheat Street Dogs.
  - ii. A virtual alternative to the walking tour (digitized maps) is available through Special Collections at <https://cdm15942.contentdm.oclc.org/digital/collection/p15942coll147/search>
- d. Elections
  - i. Nominations for Staff Senate open the week of 3/28/22. Please encourage staff to make nominations and consider participating if nominated.
- e. Policy Review
  - i. No updates at this time.
- f. Ad-Hoc Committee on Annual Evaluations
  - i. Update given earlier in agenda
- g. Executive
  - i. No updates at this time.

## VI. Campus/University Business Updates & Discussions

- a. Budget Advisory Committee

- i. High priority and extensive work has been put on pay changes for FY23 based on pay analysis conducted in HR as well as identifying GU funding that can be used for raises in the proposed state budget.
  - b. Human Resources
  - c. Legislative Update + KBOR Briefing
    - i. KBOR approved expansion of [Shocker City](#) and [Shocker Select](#) areas.
    - ii. Talk of increasing the AP score threshold for students to earn ENGL 101 credit (from a 3 to a 4). If approved, this could have significant impacts on ENGL 101 course demand and teaching loads.
  - d. Parking Appeals + Traffic Appeals
    - i. Committee will be chaired by Amy McClintock. No other updates at this time.
  - e. President's Meeting
    - i. General Counsel is reviewing Title IX Training completion percentages. Will contact supervisors of employees who still have not completed this requirement.
    - ii. Commencement Parade scheduled for May 13th
  - f. RSC Board of Directors
    - i. No updates at this time.
  - g. UPS/USS President's Council (KBOR)
    - i. Continued discussion about how inclement Weather days are implemented at KBOR institutions.
    - ii. New discussion about how menstrual product management is handled at each institution. Wichita State SGA is currently discussing the issue on our campus.
- VII. Adjourn/Upcoming Meetings and Events/Shoutouts**
  - a. Shout Out to Amy Belden who was nominated for the Phenomenal Women Award