



# 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 January 17, 2023

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

January 17, 2023 | 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. Governor’s budget recommendation
  - b. HR presenting to Senate
  - c. University Town Hall – February 7. Discussion points?
  - d. Let me hear from you!
  
- III. **Old Business/Reminders**
  - a. Docking survey results being presented to COPS and KBOR on Wednesday
  
- IV. **Committee Updates - provided in advance**
  - a. **Senate Committees**
    - i. **Awards and Recognition**
      1. Two reminders will go out in January for nominations regarding staff awards
      2. Nominations are picking up a bit since return from break – but please encourage your areas to nominate staff and spread the word on campus!
      3. Committee will meet soon to discuss gift ideas for awardees.
  
    - ii. **Communication and Website**
      1. The new updated Senate website is up and running
      2. Constituent lists will be updated soon to remove those who have left the university and add those who have recently joined. Will communicate that information when it is ready.
  
    - iii. **Elections**
      1. Chair will be reaching out in the coming weeks to schedule time to meet and discuss next steps.
  
    - iv. **Policy Review**
      1. No updates at this time
  
    - v. **Professional Development and Service**
      1. No updates at this time

- 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. Next meeting is January 19th
  - iii. **Human Resources Meeting (Joint with Faculty Senate Reps)**
    - 1. Discussed three policies that are in the pipeline – two have already been reviewed (2 years ago) and one is in first look status:
      - a. 3.41 – Separation of employment – heading to PET for review
      - b. 3.15 – Internal Dispute Resolution Process – heading to PET for review
      - c. 3.48 – Coaching and Corrective Action – hopefully be ready to review by next month; will know soon whether the Senates will get it to review and provide feedback (substantive changes) or if it will be sent to us as an FYI (not substantive changes).
    - 2. Based on our senate Performance Evaluation subcommittee feedback from last year, some changes will be made for the next review period (March 2023 – February 2024)
      - a. Self evaluation period will be longer, and will be the entire month of January.
      - b. Manager will assign a rating to each section, but there will be a numerical scale associated with that rating (for instance, Meets Expectations will be a 3)
      - c. HR will not begin communicating about these changes until mid-year to prevent confusion about the current evaluation cycle.
      - d. The new HR Talent Management system that is being purchased will include a new evaluation system so additional changes will come when that is implemented.
    - 3. Market Based Compensation – Phase 2
      - a. They have developed recommendations based on stakeholder feedback and what they learned in Phase 1, and will present those recommendations to university leadership beginning January 30<sup>th</sup>.
      - b. HR will present this information to Senate at our February senate meeting.

- c. An announcement will go out next week just to let the campus know that they are still working on this and more information will be forthcoming.
- 4. Actions being taken in support of employee surveys and the DEI plan:
  - a. Conversations with Institutional Effectiveness scheduled on 1/27 and 2/10 to discuss the following recommendations from the Hanover Survey:
    - i. Examine existing support mechanisms for opportunities to increase access and resources
    - ii. Consider amending the bias/harassment/discrimination reporting process to remove reporting roadblocks
    - iii. Consider ways to curtail instances of bias/harassment/discrimination, centering on verbal comments and exclusion

#### iv. KBOR Briefing

- 1. More discussion on the RPK group recommendations
- 2. Approval was granted to rename the Woodman Alumni Center to Woodman Center

Note – I missed the KBOR debrief due to a work obligation, so the above notes are from a quick discussion with the President during our monthly meeting

#### v. Legislative Update

- 1. State of the State address postponed to end of the month (Governor tested positive for Covid, but has since tested negative multiple times – believe it was a false positive)
- 2. The Governor has presented her [recommended FY24 budget](#). I've included the link if anyone wants to read the whole thing. Highlights include:
  - a. Adds about a billion dollars to the FY24 budget
  - b. Recommended a number of tax cuts that would cost the state about \$5 million dollars in lost revenue
  - c. Recommended a 5% increase for most state employees
    - i. REMINDER – this only funds GU positions – if this were to happen, we'd receive a pool and would have to determine how to distribute it to all employees.
  - d. Includes \$108 million for higher ed, with the intent to help keep tuition increases low (nothing currently

restricting a tuition increase as they did last year, but it's still early)

- e. Some policy issues were discussed including:
  - i. Presentation of a Health Freedom Bill , which would make it illegal for anyone to require vaccines, including dormitories – meaning we could not require that students living in the dorms have meningitis vaccines
  - ii. TikTok – no decision has been made yet on whether this will be banned for KBOR institutions, but KBOR is investigating. It is likely this will happen due to federal contracting requirements.

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

- 1. President and other WSU leaders were at the Governor's inauguration on the 9<sup>th</sup>.
- 2. The president will be presenting in front of various legislative groups, continuing to advocate for WSU and for the Biomedical Campus project.
- 3. Jason Bosch, Staff Senate president-elect, began attending the monthly meetings.

**vii. RSC Board of Directors**

- 1. No updates; board meets quarterly

**viii. Traffic and Parking Appeals**

- 1. The committee continues to review parking appeals.
- 2. Please continue to be alert of game days. If you are not sure that you have signed up for game day alerts, see link, <https://www.wichita.edu/services/parking-1/text-alerts.php>. Additionally, if you are attending the game or participating somehow during the game and need to park, you will need to have a hangtag. See the SASO Map link and information: <https://www.wichita.edu/services/parking-1/images/22-23SASOmbbMap.pdf>.

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

- 1. No update at this time

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

- 1. Several building experienced issues during the break – two due to freezing temperatures – there was line break at Eck Stadium

and a pipe broke in the Champions Club in Koch. In addition there was a urinal malfunction on the 3<sup>rd</sup> floor of Jabara Hall that caused flooding and damage to offices and classrooms. Repair will come from the GU maintenance fund. Work will hopefully be complete by the time classes begin.

2. Discussed budget outlook for the next FY, once again reiterating the need to put staff wages as a top priority – if not the highest priority. Right now it's too early to know what the final budget picture will be.
3. Jason Bosch, Staff Senate president-elect, began attending the monthly meetings.

**xi. OIEC Executive Director Search**

1. Courtney McHenry has been named the Executive Director of the Office of Institutional Equity and Compliance. He began his new role on January 9<sup>th</sup>. We are excited to have him on board!

**V. As May Arise**

**VI. Upcoming Meetings/Events**

- a. Winter Welcome – Friday, January 20<sup>th</sup> – President's residence  
4pm – 5pm for Faculty/Staff  
5pm – 8pm for Students
- b. University Town Hall – February 7, 2023 – Zoom
- c. Next Senate meeting – February 21, 2023 – 3:30pm Zoom
- d. Check the [Events Calendar](#) for upcoming events on campus

# University Staff Senate

January 17, 2023 | 3:30pm-5:00pm | [ZOOM](#)

**Senators in Attendance:** Denise Gimlin, Amy Belden, Ali Levine, Sara Rue, Amy McClintock, Jennifer Nicholson, Gabriel Fonseca, Stacy Salters, Pamela O’Neal, Katie Austin, Jessica Pierpoint, Rachel Tuck, Naquela Pack, Marissa Kouns, Erin Shields, Teresa Moore, Alysa Janner, Kennedy Rogers, Jason Bosch, Vicki Forbes, William Fulls, Carrie Wyatt, Anne Marie Brown, Randy Sessions, Cheryl Miller, Kendra Nguyen

**Senators Not in Attendance:** Matt Houston, Johnetta Buchanon-Spachek, Carrie Henderson, JaNeshia Wilson, Jeswin Chankaramangalam

**Guests:** Beth Uhler, Vanessa Chenault, Trish Gandu, Lana Anthis, Jennifer Snyder, Teneisha, Mikayla Irish, Mia Hennen, Fran Angell, Aubrey Wolf, Stacia Boden

## I. Call to Order

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

## II. New business

- a. Governor’s budget recommendation
  - i. 5% potential pay increase for state employees. This is recommended, not set in stone. We are unsure if WSU (Wichita State University) will get this and how it will be handled. Money from the state for increases only funds for SGF positions, so money must be found or allocated to fund raises for RU positions and GU positions funded through tuition dollars. Often this means the pool of money from the state is divided equally among all positions, meaning that a 5% increase would more likely be a 2 or 2.5% increase for all employees.
  - ii. Potentially increased funding for higher education to enable institutions to not raise tuition and keep college affordable.
- b. HR to present to Staff Senate at February meeting
  - i. Working on next phase of Market Based Compensation.
- c. University Town Hall – February 7.
  - i. Town Hall will be in person in the RSC Ballroom and livestreamed on YouTube.
  - ii. NISS – information will be launched.
  - iii. Town Halls are effectively replacing the Senate general sessions
  - iv. Discussion points requested. Let Denise know if you have any comments or questions. Senators provided ideas, thoughts and concerns that will be shared with leadership before the Town Hall meeting.
- d. Let me hear from you! (Below are items discussed)

- i. Welcome Wagon – To connect new employees with others throughout the University. This is in the beginning stages with many details being considered such as costs, responsibility, ability.
- ii. From Jason Bosch who recently began attending meetings in his role as President-Elect - Kudos for Denise and her advocating for staff. She has worked extremely hard to advocate for the staff's best interest.
- iii. Distinguished Service Award Nominations
  - 1. January 27<sup>th</sup> is the deadline for nominations. Please reach out to your department to encourage people to nominate staff for consideration. Questions can be directed to Jessica Pierpoint.
- iv. Winter Welcome at Presidents House on January 20<sup>th</sup>.
- v. No updates to Covid expectations as of now.
- vi. Potential tuition assistance at WSUTech. No update but is on the list of potential benefits employees would like that was presented to administration.

### **III. Old Business/Reminders**

- a. Docking survey results being presented to COPS and KBOR on Wednesday
  - i. Representatives from most schools will be there.
    - 1. Jennifer Whitmore will present the findings and recommendations to KBOR and COPS
      - a. 3-5 minutes to present to KBOR
      - b. 5-10 minutes to present to COPS.
  - ii. Topics to be presented:
    - 1. Low Employee Morale
    - 2. Need for increase wages and COL adjustments
    - 3. Increased number of employees leaving for new jobs or considering 2<sup>nd</sup> jobs
    - 4. Budget limitations.
    - 5. Value and appreciation not felt by employees

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- a. Question about policy coming up to PET, will policies be resent to senate for review?
  - i. New policy date for review? In development, it will be determined if it needs to be sent to senate for feedback or if it can just be implemented.
  - ii. Denise will check on this.

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