

Staff Senate

March 9, 2021
Meeting Minutes

Note: The remarks of the senators and others are summarized and not verbatim. The recording of this meeting is available in the Staff Senate Secretary's office.

PRESENT: Sandy Baldrige-Adrian; Matthew Barnes; Dwayne Beam; Penny Bell; Jean Bennett; April Betsch; Roger Brown; Alli Crandell; Brittany Donatelli; John Dooley; Mark Garrison; Judy Johns; David Klauder; Ebony McCray; Melanie McKeefery; Kelly Moore; Justin Poindexter; Brad Queen; Daniel Rabon; Wendy Singleton; David Speiser; Michele Varga; David Yancey; Travis Youngblood; Bobbi Yurkin; Sharlene Zwing

SUBSTITUTIONS: Andrew Hancock-Shaw for Sean Pierce

ABSENT: Michelle Lewis

ALSO IN ATTENDANCE: Dr. Michael Benson; Dr. Dan Ennis; Travis Overton

APPROVAL OF MINUTES: approval of February minutes was moved by Melanie McKeefery and seconded by Kelly Moore. **The minutes passed (27 in favor, 0 not in favor, 0 abstain)**

SENATE PRESIDENT REMARKS:

- Two policies were reviewed in Executive Council and information about those will be distributed in the next few weeks.
- 10 Fund budget packets will be sent out on March 12th and are due back by April 3rd.
- Executive Council and Staff Senate meetings will remain via Zoom until May.
- Gave report at the Board of Trustees meeting and Sherry Johnson wanted to extend her thanks to the Staff Senate and all staff members for their hard work and dedication in response to COVID-19 and keeping the university safe through that process.
- CART – Community Accountability Review Team – has a new webpage as well as a video and email correspondence regarding any concerns you may have, social media or things you may have witnessed. You may submit these concerns on the webpage, and they will be reviewed by the team.
- HREO is working on the campus-wide compression study which includes both faculty and staff. HR will be sending out a survey requesting verification of demographic and educational data

PRESIDENT AND OTHER ADMINISTRATIVE REPORTS:

President Benson:

- There will now be four standing reports presented at each Board of Trustees meeting. Those will be Student Government Association President, Staff Senate President, Faculty Senate President, and University President.
- Work study students can be classified in the 1B category for COVID vaccinations.
- We are currently planning for face-to-face classes for the Fall 21 semester.

Provost Ennis:

- We will continue to work through the spring and summer to get ready for face-to-face classes in the fall.
- Students will need to pay close attention to the “type” of class they are choosing. Type refers to online or in-person.
- The current “flex” class will not be universally available in the fall.
- Applications are up about 7.6% for fall.
- Graduation will be face-to-face this year on the football field with a university level commencement at 8:30 am May 7th and May 8th and conferring of degrees will happen at this time. College ceremonies will be held at 6:00 pm both days. This is when the students will walk across the stage to receive their diploma.

Travis Overton:

- We do not know which vaccine you will be receiving if you chose to be vaccinated by Conway Medical Center, you will find out at the time of vaccination.

Presentation by Steve Harrison and Amanda Craddock regarding the Executive Council’s Subgroup for Morale:

- A survey was sent out in December to all university staff and close to 800 non-faculty staff responded.
- Members of the subgroup have been going over the narrative part of the survey (close to 75 pages of narrative comments) looking for themes concerning morale on campus.
- From the narrative comments, 3 themes were derived – equity, transparent communication, and future thinking.
- The next step is focus groups to discuss these themes and how to find solutions. Participants will be invited by a staff senator to take part.

TOPICS FOR DISCUSSION:

In an effort to streamline Staff Senate meetings, but also continue to collect valuable employee feedback data, the Senate will begin referring Topic Suggestions that relate to specific areas of operation to the appropriate person in those areas. The Senate will continue to collect these submissions and will review

them in total each semester to determine if there are organizational patterns that should be addressed by the Senate as a whole.

COMMITTEE REPORTS:

Policy and Welfare Committee –

- Working with Membership Committee on the Staff Ombudsman position.
- SGA passed a parking fee bill to look at equity in parking and transportation fee structure. The bill included faculty and staff parking fee equity in the gated lots.
- Currently have a Tuition Waiver Policy amendment that is under review by President Benson, Travis Overton, Finance & Administration, and Human Resources.
- Staff Senate survey has been sent out and reminders will be sent out periodically.

Membership Committee –

- Committee has received more information regarding the requested President's stipend; will be reviewing this information and deciding how to move forward.
- Working with Policy and Welfare Committee on the Staff Ombudsman position.
- Getting ready for elections in April.

Communication Committee – no report

OLD BUSINESS: none

NEW BUSINESS: none

ANNOUNCEMENTS:

- Jean Bennett shared a power point presentation about faculty and staff wellness and mental health series.
- Next meeting April 13 at 9:00 via zoom.

With no further business, the meeting adjourned at 10:05 am.