University Staff Senate

July 25, 2023 | 3:30pm-5:00pm | RSC 142 – Harvest Room

1. **Call to Order**
   1. Approval of Minutes – Electronic
   2. Committee Reports/Updates – Submitted in advance
2. **New Business**
   1. Installation of Executive Committee Officers and New Senators
   2. Ad Hoc Committee on Scholarships
   3. Senate Priorities for 2023-2024
3. **Old Business/Reminders**
   1. Senate Committee Appointments
4. **Committee Updates - provided in advance**
   1. **Senate Committees**
      1. **Awards and Recognition** 
         1. No 2023-2024 committee assigned yet.
      2. **Communication and Website**
         1. No 2023-2024 committee assigned yet.
      3. **Elections**
         1. Election results for the 2023-2024 executive committee officers are as follows:
            1. Vice President: Krissy Archambeau
            2. President-Elect: Kennedy Rogers
            3. USS Representative: Angela Linder
            4. Secretary: Jacob Mendez
      4. **Policy Review**
         1. No 2023-2024 committee assigned yet.
      5. **Professional Development and Service**
         1. No 2023-2024 committee assigned yet.
   2. **Campus/University Business Meeting Updates**
      1. **AOC (Academic Operations Council)**
         1. No updates.
      2. **Budget Advisory Committee**
         1. No updates.
      3. **Human Resources Meeting (Joint with Faculty Senate Reps)** 
         1. Jason shared concerns related to staff job satisfaction, morale, workload, and employee retention. Jason shared a goal to work with the senate, HR, and university administration to identify ways to support and value staff, and improve staff retention and morale, that build upon the recommendations previously submitted. Jason shared that the senate will engage in an exercise at its July meeting to identify key priorities for the year, and these priorities, which may or may not align with the priorities listed above, will become a standing agenda item during the monthly HR meetings. Vicki will share data on employee turnover and retention at the August meeting.
         2. HR is continuing to work on policy and information updates related to resources, accessibility, and processes regarding employee and student needs as it relates to breastfeeding, lactation, and other pregnancy-related issues.
         3. HR is still working with general council and other stakeholders on making updates and clarification to policy 3.48 Coaching and Corrective Action regarding the application of the policy to faculty.
         4. AY24 Notices of Appointment have been distributed for those who receive them. Staff have until August 31 to complete the acknowledgement in myWSU.
      4. **KBOR Briefing**
         1. The university is in the process of requesting additional resources through KBOR for enhancement to the stadium and will additionally be seeking private support.
         2. Key funding allocations and approvals included: 5.9% tuition increase, $1.5m in funding to support NISS playbook initiatives, $10m for need-based aid and other initiatives that support the university’s three priorities, $2.2m in capital renewal on top of normal $5m allocation.
         3. The university is working with KBOR on a plan to auto-award AA and AS degrees to students upon meeting degree requirements.
         4. In September, KBOR will send to each university a list of its “underperforming” programs resulting from the rpk study. The university will have until May to submit a response detailing its plan to address any programs underperforming in two or more of the four established criteria. Criteria include student demand, degree production, talent pipeline, and student return on investment. Potential courses of action for underperforming programs could be to merge programs, phase out programs, or implement strategies to enhance/grow programs.
         5. KBOR has set November 7-9 as the free application days for prospective undergraduate students. Prospective student will be able to apply for admission to any KBOR institution without paying an admissions application fee on those three days.
         6. KBOR approved the request to change the name of the Engineering Technology program to Applied Engineering, as well as changes to the program’s focus areas. New focus areas are sustainable and environmental engineering, engineering management, and process automation.
      5. [**Legislative Update**](https://www.wichita.edu/administration/government_relations/updates.php)
         1. The university has been consulting with internal and external stakeholders to interpret the impact to WSU of SB 180. If you have questions or would like more information, please email Jason.
      6. **President One-on-One**
         1. PET and HR are still in the process of reviewing the recommendations submitted near the end of FY23.
         2. The university will be investing personnel resources into both IT and facilities this year to meet infrastructure needs.
         3. Jason and the president discussed Jason’s tentative priorities for the year, which are to address issues related to staff job satisfaction, morale, workload, and employee retention. Jason shared concerns that staff continue to be asked to take on more work with no additional compensation and that we need to address staff workload issues. Jason shared a goal to work with the senate, HR, and university administration to identify ways to support and value staff, and improve staff retention and morale, that build upon the recommendations previously submitted.
         4. Jason shared with the President that the senate will engage in an exercise at its July meeting to identify key priorities for the year, and these priorities, which may or may not align with the priorities listed above, will become a standing agenda item during the president one-on-ones.
         5. Jason and the president briefly discussed the question of the faculty’s role in retention, student success, and enrollment growth. Jason shared that many staff feel the responsibility of meeting the university’s SEM/NISS goals fall on them, when a significant factor impacting retention and student success is the classroom/academic experience.
      7. **RSC Board of Directors**
         1. No updates.
      8. **Traffic and Parking Appeals**
         1. No updates.
      9. **UPS/USS President’s Council (KBOR)** 
         1. No updates.
      10. **VP of Finance & Administration One-on-One** 
          1. Jason has not met with Werner yet.
      11. **PET & Constituent Heads** 
          1. No updates.
5. **As May Arise**
6. **Upcoming Meetings/Events**
   1. August Senate Meeting: Tuesday, August 15, 3:30pm-5:00pm, RSC 142 Harvest Room
   2. Fall Address: Wednesday, August 16, Doors open at 2:00pm/Event begins at 2:30pm, Wiedemann Hall
   3. Check the [Events Calendar](https://www.wichita.edu/calendar/index.php?com=searchresult) for upcoming events on campus