

University Support Staff Senate Meeting

January 21, 2015

Present – Sherry Alexander, Denecia Angleton, Bryan Carter, Shaleah Fields, Danielle Gabor, Renea Goforth, Michael Hinkle, Matt Houston, Shelly Kellogg, Ali Levine, Angela Linder, Walter Mayne, Amy McClintock, Sheryl McKelvey, Stacy Salters, Micah Thompson, Connie Wells & Carrie Wyatt.

Excused absent – Matt Albers, Connie Basquez, Johny Buchanan-Spacheck, Christina Gregory, Addie James, Shirley Lewis, Robbie Norton, Randy Sessions & Michelle White.

Unexcused absent – Brenda Achey, Christina Clarkson, Angie Tucker & Jennifer Williams.

Guests – Suzy Finn: Young Professionals of Wichita

I. Suzy Finn: Young Professionals of Wichita

- Mission: To attract, engage & retrain diverse young talent to effect positive change for a brighter future. Be a connector for the community & help young professionals moving into the community make connections.
- How YPW can be a resource & support for WSU: Programs aimed at college level students – Mentorship Programs, Intern Return. Professional & leadership development functions. YPW offers community tours for potential employees & speaker connections/opportunities.
- How WSU can be a resource & support for YPW: Let students know they can be members for free. Encourage current employees to get involved. Participate in events that YPW offers.

II. Approve December Meeting Minutes

- Voting was tabled until next meeting due to time.

III. The KPERS Caper

- Projected \$58 million is being pulled from the budget.
- Tier 3 Cash Balance Plan has been established for anyone hired after January 01, 2015.

IV. Update Regarding USSC: KBOR/COPs

- At the December COPs meeting, there was a discussion between the Presidents that the USSC could report to both KBOR & COPs especially since it wasn't a unanimous vote.
- The proposal for equal leave has been submitted to the chief financial officers at each University. Once the terminology has been agreed upon, it will be taken to the legislature for final approval.

V. CBIZ: Any Feedback?

- HR has received very few JAQ's.
- The general consensus is that they take much longer to fill out than the first impression.
- A concern was raised about how the questions seem to only ask about the minimum requirements but there's nothing that asks about suggested changes. The discussion resulted in agreement that the JAQ's should be filled out with what the employees are currently doing including any licensing they currently hold especially if it's something that might be required by another employer. Employees are expressing concern that nothing will change if employees only put down the minimal requirements when change is what they are seeking.
- It was suggested to watch the recording of the town hall meeting that's on the website to help answer some questions.

VI. Committee Reports

- **Alternative Service Committee** (Randy Sessions, Stacy Salters, Renea Goforth, Angie Linder, Brenda Achey) – reviewing the final draft of the ASC document to determine next step
- **Community Service** (Darryl Carrington, Renea Goforth, Connie Wells) – need suggestions
- **Constitution** (Renea Goforth, Stacy Salters, Randy Sessions) – no updates
- **Elections** (Ali Levine, Shelly Kellogg) – not applicable yet
- **Heskett Center Board** (Shirley Lewis) – no meeting yet
- **Library Appeals** (Shelly Kellogg, Amy McClintock) – quarterly meetings
- **Newsletter** (Sheryl McKelvey, Robbie Norton) – no updates
- **Ombudsperson** (Sheryl McKelvey, Johny Buchanan-Spachek and Matt Houston) – There was a conference call with the person in this position at KU to find out more about their procedure. Our committee would like to recommend that, rather than a committee handle this, the university hire a part time person to handle this due to the time requirements & privacy issues.
- **RSC Board** (Mike Hinkle) – Met to discuss budget & expenditures. Two expenditures discussed were traffic counts for entry into the building & sewer machine was stolen so it needs to be replaced
- **Shocker Pride** (Connie Wells, Robbie Norton) – no updates
- **Shocker Scholarship** (Connie Basquez, Johny Buchanan-Spachek, Carrie Wyatt) – Mostly done. Still working on some wording changes to the website & in the scholarship held by the Foundation.
- **Traffic Appeals** (Bryan Carter, Randy Sessions, Robbie Norton) – A concern was raised about the attitude & composure of some of the committee members & attendees. A question was asked about who is in charge of the university committee, when they normally meet & how the meetings have been run in the past. After lengthy discussion, the topic was tabled for further review.
- **Tuition** (Connie Basquez, Bryan Carter, Matt Houston) – no updates
- **Welcoming** (Angie Linder, Connie Wells) – no updates
- **Wellness** (Micah Thompson) – no updates

VII. As May Arise

- Robbie Norton has established the Sloan Suter Memorial. More information can be found on the WSU Foundation website <https://foundation.wichita.edu/current-memorials#memorialform>.
- Updates on open positions in HR: Libby Gilbert's position may be filled soon. The background paperwork is being processed. The new HR position to assist with CBIZ work may not be filled right away or at all. The decision will be left up to the person hired to replace Libby Gilbert.
- Motion to adjourn: Mike Hinkle, seconded by Sheryl McKelvey, motion passed & meeting adjourned.