



February 10, 2016

*Present:* Connie Basquez, Kristin Brewer, Johnny Buchanan-Spachek, Bryan Carter, Jama Challans, Christy Clarkson, Linda Claypool, Crystal Dilbeck, Shaleah Fields, Rosemary Hedrick, Matt Houston, Shirley Lewis, Angela Linder, Walter Mayne, Sheryl McKelvey, Lisa Nettleton, Robbie Norton, Stacy Salters, Micah Thompson, Lisa Wood, & Carrie Wyatt

*Excused:* Sherry Alexander, Denecia Angleton, Dustin Carter, Lora Eckman, Danielle Gabor, Michael Hinkle, Ali Levine, Randy Sessions, Connie Wells, William Wray

*Unexcused:*

*Guests:* Renea Goforth, Charity Lowe, LeeAnn Birdwell, Becky North

I. Call to order/Welcome

II. Guest Presentation – Elizabeth King, WSU Foundation

- a) Managed over 2,664 scholarships this year. 1,823 students receiving (some awards are stacked). Means over 14k students don't receive scholarships.
- b) \$49 million raised last year, record giving year. \$2.5 million award from Cybertron, PCs and support to Experiential Engineering.
- c) Telephone campaigns allow for equipment, faculty support etc.
- d) Almost 14,000 donors total currently.
- e) Assets were just less than \$300 million as of last June, market has dropped considerably since.
- f) Current funds- \$7.5 million. Endowed funds- \$6 million- only spend out whatever the gift earns.
- g) Half way mark through new campaign (2 ½ yrs. in) - \$118.5 million raised so far. Consultants believe it can hit about \$200 million.
- h) Facilities –
  - a. Henrion Hall (original gym, now Arts/Ceramics building)- \$8 million goal. Royce Smith, in Fine Arts, creating MakerSpace for creative arts. Will need HVAC system, etc. Goal is to raise half and university ongoing maintenance funds used for the other half.
  - b. Barton School of Business - \$70 million goal – only pure academic endeavor on Innovation Campus. Proposal for \$4 million to Intrust/Koch Industries to offer lead gift. New trading center.
  - c. Athletic facilities – \$12 million goal - Koch Arena upgrades and new student service center (at \$6 million now) and \$2 million for Eck Stadium. Have 100 more student athletes now vs. first time we renovated Koch Arena. Weight training for softball/baseball, tennis, golf, etc. to have own workout area.
  - d. Experiential Engineering- \$15 million goal- almost \$3 million so far. Open labs.

- e. Student support - \$35 million raised on \$85 million goal.
- f. Faculty/staff support – \$13 million on a \$39 million goal. We have long way to go, want to add new professorships, etc.
- g. Program initiatives- way above goal, now at \$26 million on \$9 million goal. Most came from Bill/Dorothy Cohen for the Honors college.
- h. “Percent of giving” is one of the most important statistics (vs. dollar amount, etc.) given. Was around 20% from staff previous years, now around 17%. Percent is lower now (they know some of that is due to staff not receiving raises), but total amount given is higher (fewer people giving more).
- i. Small gifts are just as important, even \$5 a paycheck is helpful. Foundation appreciates the work staff all do as representatives of the university.

### III. Discussion and approval of January meeting minutes

Motion: Connie Basquez

Second: Walter Mayne

Approved unanimously

### IV. Continuing business

#### a) HR report – Frankie Kirkendoll

- USS to UP conversion Information sessions are now being started – please attend. Can find dates/times on the myWSU portal. Also, new evaluation system trainings.
- CBiz- meeting with VP’s in each division now.
  - Once job descriptions are reviewed, they may make changes. Position titles won’t change much, if at all.
  - Descriptions are written (very general, just as the previous state classifications were to encompass various areas)- staff will get a chance to review those as well.
  - VP’s have 3 weeks to revise and return to HR. They can speak with their staff during that time to discuss revisions.
  - Three staff requests have already been sent to HR to move to UP. Remember it is the *employee’s* decision if they want to move, not the supervisors.
  - W2’s are available online through state website (link on HR’s website) if you haven’t received yours for some reason.
- Federal Labor Standards Act (FLSA)- *exempt*: don’t earn overtime. *Non-exempt*: eligible to earn overtime. USS that move to UP will be in the same status as they were in their previous USS position.
- Retirement is one of the most important factors in deciding on if you move.
- Remember to set an individual meeting with an HR rep once you receive your letter discussing your options (should go out by March 1; you receive shortly after).
- If you elect to change to UP, the changes take place on June 5<sup>th</sup>, 2016. Will have employees sign a document to that effect.



- KPNF retirement (police dept. and maintenance staff)- having our general counsel review the effects on their retirement plans as well.
- b) COP's/KBOR- Ali gave report as Ft. Hays unavailable.
- New leave policy- at Governance committee now; policy being rewritten along with other policies coming forth; they try to do them all at once. Presidents already approved it. Stacy will contact Blake at KBOR for further information. Goal is to implement it July 1, 2016.
  - Weapon's survey- please review the documents emailed to you. Regents will not try to amend the actual law, so we just have to figure out how to implement it.
  - Next COP's/KBOR meeting- next Wed. Micah, Ali, Renea and Stacy attending.
- c) Meeting with President Bardo
- Early retirement option suggestion – he would consider this over any layoffs, soft freezes, esp. looking at the WATC merger, as there are similar positions at both institutions and they will need to look at that. Status on merger- WATC board needs to approve still. Hoping to make revisions, etc. by this semester.
  - Raises- he wants to build something into budget for next year. Don't have further info on amounts, etc. or if it will actually occur.
  - Parking- formed committee who is reviewing all rules; create a one-stop office to make reservations, etc. Andy Schlap will lead this committee and look at fees, how money is used, etc. Memo sent to the physical plant employees to inform them not park in faculty/ handicapped/ reserved spots for loading/unloading, or to park plant vehicles there to save the space for their personal/other vehicles after lunches, etc.
  - Housing update- survey data received that we'll need 400 more beds once Fairmount Towers is no longer used (no date yet- years out from this). Working on YMCA programs, "Campus Rec" would go away; building would be used for some housing there temporarily, etc. Members could use any YMCA and our new facility would be built on the golf course. No timeframe yet- still having to raise funds, etc.
- d) USSC- conference call last week. Ft. Hays will request breakfast with KBOR. In lieu of the previous "Day on the Hill".
- e) CBiz- see HR report above.
- f) Finance Report – Micah Thompson, VP. \$2,612.22 in account use for trips to KBOR.

#### V. New business/As May Arise

- a) Any suggestions for future guests?
- Food pantry- located in Campus Rec now. Have Community Involvement (Angela Linder) committee get involved with that. They have shifts available where WSU folks can sign up to hand out food, etc.

- b) Tuition assistance policy review- didn't receive any feedback. Please contact your constituents again. Discussing getting staff full tuition; wouldn't apply to online courses (those fees are not waived- as that is their only revenue right now).
- c) President's Distinguished Service awards- Randy Sessions, Susan Carol and Nancy Thompson were chosen as our awardees this year.

## VI. Senate Committee Reports

- a) Alternative Service Committee – (performance evals, grievance policy & leave bill). NA.
- b) Communications – (combined newsletter & social media topics). Plan spring newsletter, send committee stories you might have. List election winners once they are done. Growing accounts for social media.
- c) Community Service – food pantry service possibility.
- d) Constitution- on hold waiting on USS-UP and CBiz changes.
- e) Elections – will work on that in next month or so.
- f) Shocker Pride – see President's Distinguished Service awards.
- g) Shocker Scholarship - done. Work on marketing for June 1<sup>st</sup> deadline.
- h) Tuition – on hold.
- i) Welcoming – complete.

## VII. University Committee Representative Reports

- a) Campus Recreation Board – *on hold*
- b) Library Appeals – none.
- c) RSC Board - na
- d) Traffic Appeals –
  - a. Shortage of police officers, down about 4 officers. They usually attend this meeting to provide additional information, but they couldn't attend due to the shortage.
  - b. Lots 6 & 7 are worst parking areas currently- students parking in faculty/staff lots and are ok with the tickets, as they have their financial aid to pay them later; just consider it a "fee". Need to bring that up to the parking committee.
  - c. Another issue: seems that some depts. can "override" others by authority, in order to save parking spaces; also why Bardo is forming the committee.
- e) Wellness – *on hold*
- f) Tobacco-Free Campus – (Connie Wells, Amy McClintock, Shirley Lewis & Linda Claypool). Policy about written, ready to go through legal counsel in the next week.
- g) Sustainable Efforts – (Shaleah Fields & Sherry Alexander) . NA
- h) Budget Advisory Committee – Stacy not available to attend last one.

## VIII. Other business-

- a) Becky North, UP President-elect. She and Stacy will sit on each other's senates now to discuss all staff across the board. Base of senates may be changing due to the USS to UP conversion.
- b) Survey- find out professional development interest; why some do not participate, etc. Draft will be sent to Senators for feedback. Final should go out by March 1.
- c) Volunteers for Professional Development committee- Johny and Crystal.



- d) KPERs- news that Governor will borrow money from it again to balance the state budget.
  - a. They did this a few years back and also last year; sold bonds, then that money also went to pay off Kansas debt, so it never went back into KPERs.
  - b. Financial planners push it as best option- supposed to be guaranteed and protected by law, you can choose options to pay over your life time, best value- if you live a long time.
  - c. What are our options to protect our investments/lobby to fund KPERs- No guarantees, but could take part of the funds and roll into another fund.
  - d. HR will have projections on how it affects your personal retirement when you have your individual meeting.

**IX. Motion to adjourn**

Motion: Sheryl McKelvey

Second: Robbie Norton

Approved unanimously