

March 9, 2016

Present: Sherry Alexander, Connie Basquez, Kristin Brewer, Johnny Buchanan-Spachek, Bryan Carter, Jama Challans, Linda Claypool, Crystal Dilbeck, Shaleah Fields, Rosemary Hedrick, Ali Levine, Shirley Lewis, Angela Linder, Walter Mayne, Sheryl McKelvey, Lisa Nettleton, Robbie Norton, Stacy Salters, Randy Sessions, Connie Wells, Lisa Wood, William Wray & Carrie Wyatt

Excused: Denecia Angleton, Dustin Carter, Christy Clarkson, Danielle Gabor, Michael Hinkle, Matt Houston, Micah Thompson

Unexcused:

Guests: LeeAnn Birdwell, Becky North, Darryl Carrington

- I. Call to order/Welcome
- II. Guest Presentation – Kiah Duggins, SGA Chief of Staff. Not available.
- III. Discussion and approval of February meeting minutes
 - Motion: Connie Basquez
 - Second: Lisa Wood
 - Approved unanimously
- IV. Continuing business
 - a) HR report- No rep available. But so far, 9ea USS to UPP forms received, 8ea of which are moving, 1ea not.
 - Make sure to set your meeting with HR rep to discuss your comparison statements with them for your individual needs.
 - Tier 1 and 2 statements went out, Tier 3 HR is waiting on method of calculating theirs, but upcoming. KPNF (for police, etc.) info upcoming.
 - Years of service - there was a 1 yr. waiting period for KPERs prior to July 1, 2009 (unless you bought it back), so that is reflected.
 - USS Comments- most newer employees feel ok about the move as they get more benefits; KPERs invested employees aren't seeing much of a benefit to them to do so, but they could move to UP and still stay with KPERs. Kim Cinelli is a great resource in HR to talk to about any questions you have.
 - UP comments- many are uncomfortable about bringing up any issues, problems due to the appointment notice. KS is a "right to work" state, so any employee can be let go without cause. You can simply not re-appoint UP with no reason; with USS you can't do that unless you get rid of the position. Most supervisors won't risk that. If you get let go for "without cause" listed, it's harder for it to be contested by the employee who was let go.

- b) COP's/KBOR – student insurance going down, benefits going up. Focusing on efficiency study, hoping to centralize services, etc. saving money. No set plan, but the study could then come down as an unfunded mandate from KBOR, so concerned about that.
- New leave policy- Ft. Hays not available to attend meeting, Stacy reported. Found Fiscal Affairs currently has it (one employee does not approve it yet - been stuck there for several months), will then go to Governance committee then KBOR. Plan for it to move on to KBOR hopefully by May. Every President wants this passed so we don't see that it will have a problem being approved.
 - Other- Campus safety issue also discussed, see below. Largest concerns are about KPERs funding, salary and compensation not keeping up with other universities or inflation. How will all this affect morale, workload, confidence of employees, retention, recruitment, etc.
 - Regents Presidents are disappointed with the CBiz study when the College and University Professional Association of Human Resources (CUPA-HR) shows we should receive raises, etc. but CBiz did not and they spent a high consulting fee for that information.
 - Breakfast with Regents – Stacy was asked what other issues besides the ones above that we have that would constitute us having a meeting like this. The issues above are our highest concern and we need them addressed. Everyone in the university system is concerned about them. Faculty group has a rep that attends a breakfast, but they have not set one for USS.
 - Next COP's/KBOR meeting- March 23rd in KC. Let Stacy know if you want to attend.
- c) Meeting with President Bardo- set for tomorrow. Send topics to Stacy. Will ask his thoughts on the breakfast meeting. Last meeting, he was prepared for \$2 million hit if the state budget required it, and that is what happened. That is just for one month, not sure what further possible cuts may be coming yet.
- d) USSC- conference call last week.
- Discussed budget cuts that everyone is dealing with. Ft. Hays got a 1.5% increase and \$400 to offset insurance increase. They actually have had 2 raises since our last raise.
 - Universities are freezing “non-critical” positions and spending, but definition of “non-critical” isn't really clear.
 - Travel and furniture are high cost, so those are possible areas that would be cut back. Library is not ordering new books.
- e) CBiz - review deadline of VPs to make changes on job descriptions are due next week. Sarah Hunter has only heard from a few so far. If your supervisor hasn't heard, would suggest you send them direct to Sarah. It is up to them to change titles, but we can make suggestions later as well.
- f) Finance Report – Carrie reported for Micah. \$2,424.78 balance. \$460 upcoming travel already submitted from Stacy. Please let officers know if you need funds for anything.
- g) UP Senate update- see comments above.

- h) Senate Budget- Could buy some items for Welcoming committee, community service, etc.
- i) Crisis Management/Weapons Possession Policy Committee
- Stacy is a member. Will need a few more volunteers. Randy, Ali, and Johny volunteered.
 - Concerns/suggestions about having weapons on campus:
Will employee policy at WSU change to allow employees to carry? The policy must follow the law, so unless the law changes, then policy must follow. That change would happen after our exception expires, July 1, 2017.
Are weapons allowed in state capital building? Yes. They have scanners but still allow them. City Hall in Wichita does not.
Concerned about those who haven't been trained to conceal carry (constitutional carry) as now it's just allowed. Feel uncomfortable that folks who don't know or have not been trained, right now you can buy a gun at a gun show without a background check.
Continuing education for all staff? Culture change coming, training for people- what would they do differently if they now get to carry without training?
Share facts: FBI Statistics say states with conceal carry have less violence, gun crime.
What about residence halls? They are going to be exempt. May install lockers.
How will it affect recruitment/retention? Some international and other students do not understand U.S. gun culture and feel uncomfortable.
What scanners, etc. would be available? Its cost prohibitive but committee will look at some building/events that may be covered. Think more security cameras may be helpful. Right now, WSU only records via cameras, but doesn't physically review live.
Email Stacy any further comments/suggestions. Need policy to present to KBOR by fall even though policy isn't in effect until next year. Bardo will send information out with a fact sheet and forums announced. Reps from police dept., and general counsel, etc. will be present. Specific forums: Physical plant and custodial staff (3rd shift).

V. New business

- a) Legislative update- budget is flat funded for 2 yrs. No increases but possible decreases.
- April 27- consensus revenue day- KS legislators will announce how much funds are down from taxes. Can expect even more cuts if it does not meet expectations.
 - WSU is also following these bills- one on partnerships that can affect the innovation campus, one on community colleges and state funding that could

affect concurrent enrollment, and one on the WATC merger. Also focusing on the efficiency study as well for cost savings.

- b) Tuition assistance policy review- no feedback received. Please send to Stacy. Does the current policy work or does it need reviewed.
- c) Budget cuts- see above discussion. How we're affected so far:
 - Library- not buying books right now.
 - Fine Arts – band isn't fully funded now. Most universities the athletics dept. pays for that. Two GA positions funded through that. May be cut even more.
 - Business- considering crowd funding, fundraising opportunities.
 - Others- Housing, restructured, losing jobs in some areas.
- d) MyPerformance- contact Sheryl Probst will any questions. Job duties aren't part of it. Not goal-based; you can set goals but they aren't affected by review. Some feel it's a step backwards. Hope that it helps with merit-based raise possibilities. Difficult how to apply it to your job.

VI. Senate Committee Reports

- a) Alternative Service Committee – (grievance policy & leave bill)- NA
- b) Communications – (combined newsletter & social media topics) – newsletter being worked on, ads out for scholarship/donating, Twitter- 187 followers. Remember to send links out again to constituents with the links.
- c) Community Service – *guest, Darryl Carrington*. Suggesting he be put on next month's agenda, he has about a 20 min. presentation. Engagement plan moving forward.
- d) Constitution- on hold until figure out what USS to UP constituency will look.
- e) Elections- March 21st - 31st open nominations. April 4th - to accept nominations. Election- April 18th – 22nd. New Senators set up by May. Term is 2 yrs.
 - Up for re-election:** Denecia Angleton, Connie Basquez, Lisa Wood, Lisa Nettleton, Carrie Wyatt, Stacy Salters, Johny Buchanan- Spachek, Rosemary Hedrick, Mike Hinkle, Matt Houston, Shirley Lewis
 - Served 2 terms - going off** (can be elected after being off one year):
Sherry Alexander, Lora Eckman, Ali Levine
- f) Shocker Pride- RSVP via the form sent out.
- g) Shocker Scholarship- ads out. June 1 deadline.
- h) Tuition – *on hold*
- i) Welcoming – complete
- j) Professional Development – UP sent survey out, got great feedback. Well done survey. Reminder going out Thursday, 331 out of 1,900 responses.

VII. University Committee Representative Reports

- a) Campus Recreation Board – *on hold*
- b) Library Appeals- none.
- c) RSC Board- NA
- d) Traffic Appeals- need 2 new people. Rosemary and Connie B volunteered.
- e) Wellness – *on hold*
- f) Tobacco-Free Campus – (Connie Wells, Amy McClintock, Shirley Lewis & Linda Claypool) – proposal is in legal still, waiting on approval.
- g) Sustainable Efforts – (Shaleah Fields & Sherry Alexander) NA- but will be an umbrella group over all campus efforts, like Green Group, etc. Check out website.
- h) Budget Advisory Committee- NA
- i) Crisis Management/Weapons Possession Policy Committee- will start giving updates.

VIII. Other business/As May Arise

IX. Motion to adjourn

Motion: Randy Sessions
Second: Rosemary Hedrick
Approved unanimously