



April 13, 2016

Present: Sherry Alexander, Denecia Angleton, Connie Basquez, Johny Buchanan-Spachek, Bryan Carter, Jama Challans, Linda Claypool, Shaleah Fields, Danielle Gabor, Rosemary Hedrick, Michael Hinkle, Matt Houston, Ali Levine, Shirley Lewis, Angela Linder, Walter Mayne, Sheryl McKelvey, Lisa Nettleton, Robbie Norton, Stacy Salters, Randy Sessions, Micah Thompson, Connie Wells, Lisa Wood, William Wray & Carrie Wyatt

Excused: Kristin Brewer, Dustin Carter, Christy Clarkson, Crystal Dilbeck

Unexcused: NA

Guests: Renea Goforth

I. Call to order/Welcome

II. Guest Presentation – Darryl Carrington, University Community Service Board

- Works with Ted Ayres from the Community Engagement for Opportunity office. This group works on building bridges to the community.
- Creating a Community Action Plan—with such events as Enough Is Enough campaign.
- Setting up various activities, watch for the marketing on these.
- May 2-3 – Community Organization Summit/Dinner. 6 pm, Fairmount Park Shelter House at 1640 S. Yale. WSU Head Basketball Coach Greg Marshall (Day 2) and Wichita District 1 Council member, LaVonta Williams, (Day 1) are speaking on ways to build leadership. Will send email to Stacy to forward so you/others can register to attend. All five community liaisons in Kansas are attending, including Darryl.
- Various other upcoming activities such as Oct. 2 “Back to the Park” featuring Fairmount Park cleanup, bands, food, etc. Research shows that community activity in parks lessens the amount of crime in the neighborhood.
- Fairmount area community feedback – they want public and personal safety, access to university resources. Some think WSU wants to “annex” that area and are apprehensive about that. Westar bought some housing there in order to building substations to lay down power lines. They will sell back to community afterwards.
- If you have any questions or comments, please contact Darryl at x6530.

III. Discussion and approval of March meeting minutes.

Motion: Shirley Lewis

Second: Robbie Norton

Approved unanimously

IV. Continuing business

a) HR report- Frankie Kirkendoll

- WSU is now in a hiring freeze. Some exceptions to hiring for critical positions can be made if given reasonable justification.
- USS conversion- about 20 forms have been received so far requesting a person move from USS to UP. Many staff are still reviewing their individual situations now to see if it benefits them to move. Still holding HR meetings, go

to myWSU portal to find a date and sign up or contact HR to set an individual meeting with an HR rep.

- Other questions: Do furloughs differ between USS and UP? They are treated the same. Note: WSU is doing all they can to avoid layoff/furloughs. Keeping employees is a high priority.
- Changes are coming via Fair Labor Standards Act (FLSA), will inform staff of those when they are set.

b) COP's/KBOR-

- Leave Equality- hope the vacation leave bill will be passed at the next Regents meetings.
- Budget cuts-discussion of effects of large cuts on staff, snowball effect from the K-12 cuts, how it affects recruitment/retainment of students, faculty, staff, etc. Discussing lifting tuition cap.
- What can be done for staff benefits, in lieu of pay increases- staff say they'd like time off, more professional development, etc. Also, how could long term employees receive incentives for their service.
- Next KBOR meeting April 20th if anyone wants to attend, less Stacy know.

c) Meeting with President Bardo

- Budget concerns are top priority. See his [update to staff](#) dated March 22.
- Discuss possibility of offering other benefits such as offering free tickets to WSU baseball games, Shocker Spotlight on employees, increased recreation center benefits, etc. Need various ideas as not all of these incentives appeal to every employee.

d) USSC- Discussed topics to take to next KBOR meeting: leave equality- hope our bill will be passed, KPERS- affect from budget cuts, concealed carry- universities working together on ideas for implementation, support for tuition cap possibility, what is status of CBiz updates. Found out last meeting that some universities received small raises in previous years and some did not. Those funds did not come from the state however.

e) CBiz- Directors and Deans are reviewing job descriptions now. Sarah Hunter extended their deadline to get the information to HR, due to budget cuts that must be their priority decision making model right now. Some universities posting all updates on their websites. Ask HR if WSU will do that as well.

f) Finance Report- Micah Thompson, VP. \$2,375.78 in account use for trips to KBOR. Think about ways to use especially early next year.

g) UP Senate update- sent out Professional Development survey. Results were great, much input about ideas (refer to Senate Reports (j) in this document).

h) Legislative update – Andy Schlapp, WSU legislative rep, mentioned we could see upwards of an additional 6-10% budget reduction by next fiscal year; on top of the 3% rescission we were mandated to give back out of this year's current budget. Waiting on information from the April tax revenue.

V. New business

- a) Letter to the President - a letter was submitted to the President's Office from "USS staff". The letter was written in regard to the continuation of construction & spending in light of state budget cuts, no raises given to staff & no updates/changes regarding CBIZ. The letter was delivered anonymously & not from the USS Senate. The Senate decided that no further action was needed.
- b) Senate Compensation- Faculty Senate raised the possibility of them having some compensation for spending large amount of time on Senate duties. This was really in the form of course reduction, so they did not have to teach as much in semesters they served as a Senate officer, but must be looked at for other Senates (UP/USS) as well. Other universities do not have this instituted in any form other than some do allow for faculty course reduction upon request.

VI. Senate Committee Reports

- a) Alternative Service Committee – (performance evals, grievance policy & leave bill)-NA
- b) Communications – (combined newsletter & social media topics) Newsletter going out tomorrow. 204 Twitter followers now.
- c) Community Service – Tree House flyers up, put out donations boxes- none received yet. Remind people to donate. Shockerthon- noon to midnight on Sat.
- d) Constitution- on hold
- e) Elections- Please remember to accept your nominations- they are completed and deadline is 15th. Then election ballots go out next week to vote.
- f) Shocker Pride – *done*
- g) Shocker Scholarship – done. Sent our marketing for people to donate to fund and also to generate applications. June 1st is deadline for Fall applications. Committee usually meets the week after. Talk to Foundation about getting word out for this as well.
- h) Tuition – *on hold*
- i) Welcoming – complete
- j) Professional Development - survey information compiled. Received lots of great input from staff on ideas of what they want in this area. The committee is reviewing the results & drafting a plan to submit to each senates in June.

VII. University Committee Representative Reports

- a) Campus Recreation Board – *on hold*
- b) Library Appeals – na
- c) RSC Board – na
- d) Traffic Appeals – two new staff attending.
- e) Wellness – *on hold*
- f) Tobacco-Free Campus – (Connie Wells, Amy McClintock, Shirley Lewis & Linda Claypool) – proposal still in legal office in final draft stage, per David Moses, WSU General Counsel.

Enforcement of this proposal would come mostly through peer pressure, no legal ramifications.

- g) Sustainable Efforts – (Shaleah Fields & Sherry Alexander) – na
- h) Budget Advisory Committee – discussed cuts. State swept all inactive accounts funds. Purchases, new hires, etc. must be “mission critical” and have justification.
- i) Crisis Management/Weapons Possession Policy Committee – meeting cancelled. Will inform us of next one when scheduled.

VIII. Other business/As May Arise-

- Mary Herrin, WSU Vice President for Administration and Finance, position will be open soon. Send the job posting to those you know who may have a finance background.
- Guest speaker in May is Ken Kriz, Kansas Regents Distinguished Professor in WSU Hugo Wall School. Pension plan, 401k expert.
- Perhaps have Bardo attend another USS meeting this fiscal year if possible.

IX. Motion to adjourn

Motion: Mike Hinkle

Second: Shirley Lewis

Approved unanimously