



September 14, 2016

Present: Denecia Angleton, Connie Basquez, Angela Beatie, Johny Buchanan-Spachek, Jama Challans, Crystal Dilbeck, Renea Goforth, Kimberly Gutierrez, Rosemary Hedrick, Debra Herndon, Matt Houston, Ali Levine, Carla Mann, Walter Mayne, Sheryl McKelvey, Robbie Norton, Connie Owens and Lisa Wood.

Excused: Linda Claypool, Angie Linder, Stacy Salters, Randy Sessions, Hercilia Thompson, Karen Wilson and William Wray.

Unexcused: Christy Clarkson and Daniel Collins.

Guests: Becky North

I. Call to order/Welcome

- Today is COPS and KBOR Meeting- we chose not to go. Chris Wallace from the USS Council made a presentation to them regarding the uncertainty, low morale we are feeling. People are worried because they are not getting information or getting wrong information. We made a report that shows since 2009, when we got our fiscal year 15 3% and nothing since then. Most universities haven't received any raises in a five-year period. In the report they did a narrative on a Senate member as an example- his pay and family situation (6 kids with one on the way). His check has gone down \$400/month- he's not the only one. KPERS was included. The goal here was to give COPS/KBOR a real picture of a real person. Chris will let us know what comes from this report.

II. One on one with President meeting- we talked about the CBiz Letters. AON study- the other consultant for HR. They reviewed HR practices, suggested that HR consolidate USS and UP.

- Has everyone received their CBiz letter from HR? Yes- except Randy, he changed positions so they have to figure out where to put him.
- Question- At the one-on-one meetings with Bardo, is he giving us a shiny picture? Answer- He's pretty realistic, is supportive. He is behind us- brought up professional development. He has transferred fund to us for our town hall meeting. This money will also help us get to COPS/KBOR meetings. He seems to feel like there are bumps in the road, but we will get to the end of the tunnel. He realizes that people are upset, i.e. CBiz letter. He has charged Judy Espinoza to clean that up. We (Johnny and Becky) are getting emails from Chris Cavanaugh when things are being discussed and updated so that we can keep an eye on things before they are sent out in a mass email. Becky and Johnny also have scheduled monthly meetings with Judy and Matt to discuss issues from both sides and work on things together. Right now they are working on Professional Development plan.

III. Professional Development Plan

- There was an email sent out with the Professional Development Plan attached. There was a survey and suggested plan. The suggestion is to have a University Professional Development committee headed by HR and others- people from the Senates. This group would work to decide what kind of professional development things to offer. The President is behind this, has handed it over to Judy. We had something similar in the past, but it was done away. This will be beyond the online trainings offered- more than computer trainings.



- Comment- Will these kinds of professional development help us advance in our positions?
Answer- hopefully. We are looking at using grant funding to have people come onto campus to provide specialized training that you could include on your resume.
- Job descriptions don't represent what we do very well. If there is something that you do which is not in your job description, make sure you get with your supervisor and make changes. The official job descriptions should be posted in September.

IV. Discipline Policy

- At the last UP Senate Meeting, Matt and Jane were there to discuss the discipline policy. Matt made statement that "we took your suggestions and incorporated them". The question was raised- will we get to see the final policy? Answer- No.

V. Changes in Time Keeping

- The process of changing to online time keeping for some departments has been confusing. Many of the faculty has come to staff asking for help and questions. We didn't get any information- and the faculty are upset with us for not having more info.

VI. Finance Report

- We have \$2718.11 in our account.

VII. USS Senators

- We still need more senators- people can volunteer to be an at-large-senator, no elections necessary.

VIII. Part-time Employees losing vacation time

- Judy sent an email- she isn't sure why this happened, but she is looking into it. There are nine employees at WSU affected. Different departments are dealing with the change differently and getting different answers from HR.

IX. Shared Drive

- Johnny is working on uploading the ASC book- looking for discussion of the discipline policy.

X. Committees Report

- No one has met yet- no reports



- Town hall- we used to do a welcome for the USS employees, but since there aren't any new employees. We are planning on doing an open house- meet Senators, have snacks, ask questions. We can plan an event through email- we still have 411 USS employees.
- RSC Board Meeting Report- As part of the Innovation Campus, they are going to put a convenience store in the experiential building starting January 1st. There will be a retail space as part of Braeburn Square. There will be a rolling convenience store- on a bus driving around campus, will be started in October. Has there been an environmental study on the impact of the buses on campus? Issues of the smell and tearing up the road. SGA requested a foot washing station be installed in a uni-sex bathroom north of the Chapel. The RSC is looking into to being open more on the weekends- for athletic events, etc. Have the food trucks sales impacted the sales in the RSC?

XI. Approval of June, July & August minutes

Motion

Second

Approved unanimously

XII. Traffic Meeting

- A car with handicap lift, can't see license plate- police said that you can park in a handicap spot with handicap tag when license plate can't be seen. Legally you can't question people who park in handicap spot.
- Parking Ticket Fees are going up- Violations in red spot to \$150; students are parking in faculty spots- they don't seem to care about the fines. Currently students can use financial aid for parking fines.

XIII. Questions

- Has there ever been a "Department of the Year" award or "Department of the Month" award? Or a service award? Answer- within the colleges- yes. Maybe we could have a USS Senate Recognition Award? We have the Presidents Distinguished Service Award- the problem they face is a lack of nominees. We could send thank you notes to the Sunflower as a Letter to the Editor. What about employee of the month parking?

V. Motion to adjourn

Motion:

Second:

Approved unanimously