

Staff Senate Meeting Minutes

September 13, 2018

Members Present: Ana Isabel Ayala Barker, Denise Bignar, Rickey Booker, Alex Booth, Eva Cordero, Michela Cupello, EmmaLe Davis, Katie Doughty, Lisa Frye, Rachel Gray, Cecilia Grossberger-Medina, Clayton Hamilton, Derrick Hartberger, Roy Hatcher, Travis Hefley, Daniela Kidd, Elizabeth McKinley, Debbie(XO) McCloud, Cedar Middleton, Devyn Moore, Cindy Morley, Terri Phelan, Allen Porter, Michael Rau, Elon Turner, Quincy Ward, Trish Watkins, Colleen Whitman

Members Absent: Roy Cordell, Trisha DuCote, Travis Lynch, Jeremy McAtee, Autumn Parker, Bryon Speller, Susan Stiers, Carrie Whitmer, Toya Williams

1. The meeting was called to order by chair, Trish Watkins at 9:30 am.
2. A motion was made, seconded, and approved to adopt agenda
3. Diversity and Inclusion Month- Dr. Murphy-Erby, Vice Chancellor for the Office for Diversity and Inclusion
 - a. September is Diversity and Inclusion kick-off in Arkansas
 - i. Website kicked off last Friday diversity.uark.edu
 1. Resources for campus and community
 - ii. September 21, 2018, Unity community picnic and movie night
 - iii. Photo day on September 26th
 1. Diversity and Inclusion t-shirts for teams
 2. Show committed to Diversity and Inclusion on campus
 3. To become a member, send email to diveristy@uark.edu
 - b. IDEALS Institute
 - i. Inclusion, Diversity, Equity, Access, Leadership development, & Strategic Supports
 - ii. Kick-off next fall
 - iii. Total campus engagement
4. Roll Call – Cindy Morley
5. Campus updates
 - a. Debbie Mccloud- Human Resources
 - i. ERP
 1. Project One- One System for University of Arkansas System
 2. Ramping up- Discovery Sessions

- a. Design after the 1st of the year
- ii. Benefits changes
 - 1. Richard now on ERP team
 - a. Restructuring
 - i. Michele Burns- Director of Total Rewards
 - 1. Leadership of Benefits and Classification and Compensation
 - ii. Interviewing for Assistant Director of Benefits
 - iii. Tracee and Wa’Nika serving campus community’s benefits needs
 - 2. Wellness program changes
 - a. Almost any doctor visit between Nov 1, 2017 and Nov 1, 2018 will count
 - b. Will need to complete the Tobacco Attestation
 - i. Form will be on webBASIS during open enrollment
 - ii. Deadline- open enrollment in November
 - iii. If do not complete, will pay a \$50 monthly charge
 - 3. Health and Benefits Fair November 9th in the Union Connections lounge
 - a. Will need Staff Senate to help handout popcorn
- iii. United Way Campaign- October 1st
 - 1. 84th campaign
 - a. Goal- 100% participation
 - b. Largest employer in Fayetteville
- iv. Employee Awards Banquet October 9th
 - 1. Invitations in the mail
- v. Policy changes
 - 1. “At Will” terminations
 - a. Changing policy to align with the board policy
 - i. Removing 30-day minimum requirement
 - ii. May be termed for convenience at any time
 - b. If “Terminated for Cause”, the individual may not work for any U of A Systems campus
 - i. Updating section in Staff handbook
 - 1. Notice not required, but

- a. HR wants departments to consult with HR before any staffing changes
 - i. HR can provide guidance
 - ii. If the employee is not performing, Ask questions
 - iii. Employee must be put on performance plan
 - c. “At Will”- issues other than performance
 - i. Best practices
 - 1. Not intended to term immediately
 - a. Do what is appropriate for the situation
 - d. HR and OEOC want to ensure departments are not being discriminatory
 - i. HR, OEOC, Legal, and the Departments need to work collaboratively
 - ii. Staff Senators serve on Grievance Panel
 - vi. Non-Classified Evaluations
 - 1. Improve consistency and effectiveness
 - 2. Inventory landscape
 - a. Who is conducting what, and what are they using
 - b. Convene a working group
 - 3. May not see until Workday
 - 4. Will start holding departments accountable now
- b. Gary Smith-Parking and Transit
 - i. City is patching pothole on Harmon and Center street
 - ii. Route 44
 - 1. Starting Monday, the route will go to Union Station (this route stops at the MLK Wal-Mart)
 - 2. Will leave the Union Station on the quarter hour
 - iii. Future construction
 - 1. Stadium Drive-
 - a. November- North sidewalks
 - b. Utilities- April 1st
 - 2. Razorback Road this summer

- a. Adding signal
 - b. Taking out ADMN circle and meters this summer
 - i. 4 lanes
 - 3. Leroy Pond Extension- Mid-March through August 1
 - a. Will be 4-way intersection
 - b. Summer adding signal
 - c. Will close lot 46
 - iv. Bike Share- September 19, 2018
 - 1. 300 bike share bikes
 - a. U of A and city of Fayetteville
 - 2. \$50,000 program
 - 3. Will cost users \$35 a month
 - a. E-bikes
 - b. 1 hour included
 - c. Presentation on 19th at the Peace Fountain
6. A motion was made, seconded, and approved to approve minutes for August 9, 2018 meeting
7. Committee Reports
 - a. Awards- Elizabeth McKinley
 - i. Part-time Employee Award nominations close tomorrow at 5:00 PM
 - 1. Student, non-student
 - 2. Updated form
 - a. Describe duties, short questions
 - b. Special Events- Derrick
 - i. Staff Appreciation week
 - 1. Discontinuing movie night
 - a. Put more money into other events (ice cream social)
 - 2. Want to advertise more staff discounts
 - a. Local business
 - b. Deadline September 29th
 - c. Meeting with Chancellor- Trish Watkins
 - i. Nothing new to report
 - ii. CAPC on Tuesday
 - 1. Chancellor discussed top priorities for the year
 - a. Diversity and Inclusion

- b. Economic Development
 - c. Student Success
 - iii. October 4th- Annual Chancellor's State of the University address
 - 1. 11:00 in Faulkner's
- 8. Announcements and other discussions
 - a. No new business
- 9. A motion was made, seconded, and approved to adjourn 10:32 am

Respectfully Submitted,

Eva Cordero