

Staff Senate Minutes
April 10, 2024 3:00 PM
CORD 349

- I. The meeting was called to order by chair, Roy Cordell, at 3:03 p.m.
- II. A motion was made, seconded, and passed to adopt the agenda.
- III. Roll Call – Myrlinda Soedjede
- IV. Campus Updates
 - A. Human Resources Updates – Michelle Hargis Wolfe
 1. Delivered a presentation on HR strategy
 - a. Listened to issues people were dealing with across campus a year ago
 - i. Competition for talent
 - ii. Process delays within Workday
 - iii. Variances in policies/processes
 - iv. Lack of training
 - b. Organizational chart within HR one year ago vs today
 - c. Feedback from HR leadership on what is needed to increase efficiency
 - d. Mock-up of Employee Value Proposition (EVP)
 - e. Filled two open director positions
 - i. Able to identify gaps in Workday for improvements
 2. Director of Talent Development/Management/Onboarding – Ashley Ingram
 - a. Defining EVP
 - i. Why do employees come to work and stay at University? Relying on EAB to support the work
 - b. Performance Management
 - i. Evaluations were due March 31
 - ii. Understand the need to adapt goals throughout the year
 - iii. Leadership development
 - c. Onboarding
 - i. How to ensure consistency in onboarding/orientation
 3. Director of Talent Acquisition, Policy & Ethics – Terri Chaddick
 - a. Recruiting
 - i. Working on a realignment of recruiters as they work with HRPs and units. Once become familiar with units, will work with units to develop a tailored recruiting strategy
 - ii. Marketing of U of A as Employer of Choice including postings that are open
 - b. Policies
 - i. Ensuring that policies meet workforce needs and improve compliance
 - ii. Working on enhancing supporting documentation
 - iii. Length/wording of policies to ensure employees understand them
 - iv. Proactive training of managers/supervisors and employees on policies and implementation, examples:
 - a) Camp directors working with minors to ensure compliance
 - b) Policies around student drivers
 - v. Regularly reviewing/updating policies due to changing laws
 4. Director of Workforce Planning, HR Partners & Employee Relations – Amy Ochua
 - a. HR Partnerships
 - i. Currently have 12 HR Partners (HRPs)

- ii. Working to ensure that they function as partners rather than purely transactional
 - iii. May not get back to 17 HRPs. May increase employment coordinators to conduct transactional tasks
 - b. Workforce planning
 - i. Identifying supply and demand for employment needs
 - ii. Right person with the right skills in the right place at the right time
- 5. Director of Total Rewards – Compensation, Benefits, Classification – Melinda Allen
 - a. Position Management
 - i. PSR is due at the end of the month to ADHE. Have to be intentional with the positions asked for. Need to plan well for the positions we’re asking for. Asked for PSR forms by last Friday
 - a) Going through them now to confirm needed information is included/addressed
 - b) Meeting with Ann and Terry and will meet with chancellor next week with final request
 - ii. Last month in March was the first time they rolled out position management process – positions that have been empty 8+ months without an associated requisition. Pulled back 135 positions. This month, pulled back 12
 - a) There are many positions that will be able to trade through the PSR process
 - iii. Pulling positions back to help serve the entire university
 - B. Parking and Transit Updates – Gary Smith
 - 1. Parking study – narrowed down from 14 possible sites for a garage down to 6. Hoping to get to 4 possible garage sites.
 - 2. Looking at where can add more drop-off zones
 - 3. Question about McIlroy Avenue, where students are using handicap parking spaces or are making it difficult for those who need accessible parking to use the street.
 - a. Parking can handle the spots, and UAPD can handle the street.
- V. A motion was made, seconded, and passed to approve the Staff Senate March minutes
- VI. Treasurer’s Report – Autumn Parker
 - A. Autumn put the report in the Staff Senate Teams chat.
 - 1. Chancellor’s office has agreed to cover EOY plaque costs
 - 2. Should get a rollover of \$3,000 soon, so should end with about \$1,600
 - B. Updates from last month: charge for awards ceremony and chair salary/fringe
- VII. Committee Reports
 - A. Communications – Vince Capps
 - 1. Working on a Meet Your Senator’s feature that will include information about Senators and why they choose to serve
 - a. Hopes to roll out for 2024-2025
 - b. Needs photos and blurbs from senators
 - B. Elections – Kim Gillow
 - 1. Election is open. Please vote if haven’t already – <https://staffsenate.uark.edu/2024election/>
 - 2. Working on getting communications out to various divisions to encourage voting
 - 3. All chancellor and academic affairs nominees will be on Senate
 - 4. Officer elections
 - a. Nominations are open now through the May meeting, and election occurs at the June meeting

- i. Able to nominate during April meeting or via the Listserv
 - b. Open officer positions: chair, vice-chair, treasurer, and secretary
 - c. Nominations end at the May meeting, and the election takes place at the June meeting, with an option to submit absentee ballots
 - C. EOQ/EOY – Ashley Reeves
 - 1. Nominations for EOQ3 due April 15. We have a good number of nominees in each category. Would like a few more in the clerical category
 - D. Special Events – Kaitlyn Riggan
 - 1. Working to finalize things for the picnic
 - 2. Starting to order everything
 - 3. Picnic will be May 15 11am-1:30 pm at 1021
 - 4. May make a slideshow with photos from last year’s picnic and other SS events
 - 5. Announcement about Purple Up day for military children – wear purple to support next Monday, April 15
- VIII. New Business
 - A. Next year’s meeting time/location
 - 1. Some have requested to move the time, and most big rooms on campus are be held as possible options for classrooms, CORD 349 included
 - 2. Need to find a time and day before requesting possible spaces – Wednesday is the most likely day to find rooms
 - 3. Discussion
 - a. 3:00 may be difficult for some senators with school-aged children
 - 4. Motion and second to vote on whether we will meet on Wednesday mornings or afternoons
 - a. Vote: 11 voted for morning, and 14 voted for afternoon. Wednesday PM carries.
 - 5. Roy will look for spaces early Wednesday afternoons
- IX. Old Business
 - A. N/A
- X. Chair’s Report – Roy Cordell
 - A. N/A
- XI. Upcoming Meeting
 - A. May 8, 2024 – CORD 349, 3:00pm – 4:30pm
- XII. Around the Senate
 - A. Hershel thanked everyone for their work to draft the resolution on behalf of the custodial and landscaping/grounds staff.
 - B. Allen thanked those who participated in the Sexual Assault Awareness Month kickoff event.
- XIII. A motion was made, seconded, and passed to adjourn at 4:18 p.m.

Senators in attendance: Wayne Bell, Karmen Boddie, Jen Boyer, Chris Butler, Erin Butler, Vince Capps, Becca Clifton, Roy Cordell, Michela Cupello, Tracy Deffebaugh, Alisha Gilbride, Kim Gillow, Walter Green, Hershel Hartford, Travis Hefley, John Paul Jackson, Alli Johnson, Elizabeth Miller, Katherine Miller, Ruth Parcels, Autumn Parker, Rachel Piontak, Ben Pollock, Allen Porter, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Amber Roth, Cindy Ryan, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: None