

Staff Senate Meeting Minutes  
April 9, 2025  
Willard J. Walker Hall, Room 504

I. Call to Order

- The meeting was called to order at 1:30 PM by Chair Roy Cordell.

II. Adoption of Agenda

- A motion was made, seconded, and passed unanimously to adopt the April meeting agenda.

III. Roll Call – Vince Capps

IV. Campus Updates

i. Transit and Parking - Gary Smith

a. Transit service will increase by 10,000 hours starting this Fall, extending peak service until approximately 8:00 PM and adding two more buses during peak times. Only three driver positions remain open, the best staffing level since pre-pandemic.

b. Campus administration is reviewing parking study recommendations, with a follow-up meeting scheduled for May 1 to finalize decisions for rollout.

c. Lot 104 (south of Maple Hill) and parts of Lot 104 will lose 88 reserved and resident reserved spaces permanently due to new residence hall construction starting May 12, 2025, through August 2028. Faculty/staff parking in these areas will also be impacted. A meeting with parking staff is scheduled for Friday to discuss relocation options for affected permit holders.

d. A new road will be constructed for construction access, impacting traffic flow and making drop-off spots unlikely in the affected areas due to one-way traffic plans. Discussions with facilities and UAPD are ongoing.

e. ADA parking adjustments in Lot 102 are under discussion to accommodate losses in Lot 104, with further details to be addressed on Friday, April 11.

f. The Northwest elevator in Harmon requires maintenance due to recurring issues, including a recent incident where a staff member was stuck. The issue has been reported to facilities for immediate action.

ii. Human Resources - Amy Ochoa

a. Employer of Choice Update

- A university-wide Employee Value Proposition (EVP) survey will be distributed at the end of April for two weeks, taking 15-20 minutes to complete. Results will inform a university-wide EVP statement and potentially unit-specific statements. Senators are asked to encourage participation.
- A progress update on the Employer of Choice pillar will be presented on April 10 at 2:00 PM in the EJ Ball Courtroom, featuring Amy Ochoa, Ashley Reeves, Jim Gigantino, and Chancellor Robinson.

b. COLA and Merit Increases

- A 2.5% COLA is pending budget approval in May, with communications to follow.
- A high-impact merit budget pool is being allocated, with colleges and units currently reviewing submissions. EID loading and system testing will occur in the coming weeks for a July 1 effective date.

#### c. Catastrophic Leave Plan Update

- The issue remains under review by the UA System, with no new updates. The legislative session, extended for three weeks, is delaying progress. LeAnn Perkins, UA System Director of Benefits, plans to hold a listening session with Staff and Faculty Senate after the session ends (late April or early May).
- Stacy Moore has data on past catastrophic leave usage, including hours and general reasons, which can be shared with senators to inform discussions.

#### d. Performance Management and Career Development

- The RFP for a new performance management vendor is under review, with a vendor selection pending.
- Career progression work is ongoing, requiring significant change management. HR is developing plans to clarify job profiles, skills, and recommended training (formal, experiential, or exposure-based) to support employee career ownership.
- A redesigned Supervisor Development Program will launch in April, focusing on critical supervisory skills, including meaningful one-on-one meetings and employee support.

#### V. Approval of Minutes

- The March meeting minutes were approved without changes.

#### VI. Treasurer's Report – Trish Watkins

##### a. Current Balances

- No major obligations or payments this month; expenses included chair salary and fringe.
- Total budget balance is \$86,161.

##### b. Budgeting Focus

- Plans to allocate a significant portion of the budget to support Uptown and second/third-shift staff, potentially in new ways compared to past initiatives.

#### VII. Committee Reports

##### i. Awards - Alan Porter

##### a. Team of the Year Nominations

- Twelve team nominations were received after an extended deadline.
- Winners: (1) University Relations Video Production Team, (2) UAPD, (3) CRM (Counselor Education).
- Honorable Mentions: University Athletics, ARC Business Systems, Workplace Well-Being Committee, Talent Development, Talent Management and Engagement, TDM, Veteran and Military Affiliated Students Center, Bumpers College, Fulbright College.
- A newswire and presentation will follow to announce results.

##### ii. Elections – Ben Pollock (on behalf of Ruth Parcells)

##### a. Election Results

- Record 42 candidates participated, with over 900 staff votes, the highest post-pandemic turnout.
- Winners (new and reelected):

- Academic Affairs: Ashley Reeves, Cindy Folsom, Daniel Dunn, Donna Jones, Hasnaini Wood, Katie Winkler, and Kim Gillow
- Chancellor's Office/Athletics/Governmental Relations: Krista Hoover
- Economic Development/Research and Innovation: Kristen Armstrong
- Finance and Administration: Karmen Boddie
- Student Affairs: Chelsea Hoffman and Kaitlyn Riffin
- At-Large: Myrlinda Soedjede and Vince Capps

#### b. Officer Nominations

- Nominations for 2025-26 officer positions (Chair, Vice Chair, Secretary, Treasurer) are officially open, closing at the May meeting. Nominations must be made via the listserv or in an official meeting (not Teams chat).
- Nominations received: Lance Grigsby (Secretary), Vince Capps (Secretary, self-nominated)
- Nominees must accept or decline nominations.

#### iii. Awards – Ashley Reeves

##### a. Employee of the Quarter

- Nominations for Employee of the Quarter are due April 15, with a newswire to promote submissions.
- Encouragement to nominate, especially in the secretary/clerical category, which lacks submissions.
- A future motion is planned to revise the "secretary/clerical" category language to align with current university and societal terminology.

#### iv. Legislative – Karmen Boddie

##### a. State Legislation Updates

- The Arkansas Access Law increases lottery and state-funded scholarship amounts, prioritizes federal funds before state funds, and allows faculty tenure reviews to potentially revoke tenure.
- A unified online application system for the UA System and acceptance of the Classic Learning Test (alternative to ACT/SAT) are planned.
- A common course numbering system for core classes across UA System campuses will be implemented for 2025-26 to simplify transfer credits, including identical subject codes for core courses.
- The impact of an executive order on libraries and American heritage education is unclear and to be determined.

#### v. Special Events - Becca Clifton

##### a. Staff Picnic

- Scheduled for May 14, 2025, from 11:00 AM to 1:00 PM at 1021 Dining Hall.
- Twelve vendors are confirmed, with outreach planned to Stacy Moore or Tracy Ray (Benefits) and other on-campus units. Vendors provide a raffle prize or donate to the staff scholarship fund; no formal application or fee is required, but vendors must add value to staff.
- The School of Art will donate bags for attendees.
- Suggestions for additional vendors include WAC, T2, Triple C, local restaurants (from the university's approved vendor list), Parks and Recreation (with sustainability office), Experience Fayetteville,

Rogers/Springdale/Bentonville, and Community Music School.

- A steam outage on campus that week will not affect the event, though it may impact attendance if air conditioning is disrupted.
- Campus Partnerships values vendor tables at \$500, suggesting potential revenue opportunities for future events.
- Volunteers are needed to assist with vendors, direct attendees, and engage with staff. Senators are encouraged to attend for networking and visibility.

#### VIII. Old Business

##### i. Catastrophic Leave

###### a. Data Request

- Roy Cordell requested non-personally identifiable data on past catastrophic leave usage (e.g., number of users, hours, general reasons) to inform discussions with LeAnn Perkins. Stacy Moore will provide this data.
- Concerns raised about inconsistent application of the policy, with some non-catastrophic uses approved. Clear guidelines are needed if the program continues.

#### IX. New Business

##### i. May Meeting Rescheduling

###### a. Motion and Vote for Next Meeting Schedule

- A motion was made, seconded, and passed (18-0) to move the May meeting to Tuesday, May 13, 2025, at 10:30 AM via Teams to avoid conflicting with the Staff Picnic on May 14.
- The meeting will close officer nominations and initiate the voting process.

#### X. Chair's Report - Roy Cordell

##### a. Catastrophic Leave

- Continued emphasis on gathering data and preparing for discussions with LeAnn Perkins.

##### b. Parking and Transit Studies:

- Met with Ann Bordelon to discuss the parking study and a concurrent transit study, expected to conclude this summer. Parking deck decisions will follow the transit study's completion.
- Noted past challenges with transit efficiency (e.g., 45-minute bus commute experiment) and optimism about increased transit hours and buses improving accessibility. Plans to repeat the experiment this fall to assess improvements.

#### XI. Around the Senate

##### a. Spanish-Language HR Assistance

- HR now offers Spanish-language support for benefits and other inquiries, with team members available to assist.

#### XII. Adjourn

- A motion was made, seconded, and passed to adjourn the meeting at approximately 3:30 PM.

Attendance: Katie Adams, Karmen Boddie, Jen Boyer, Chris Butler, Erin Butler, Vince Capps, Becca Clifton, Roy Cordell, Michella Cupello, Alisha Gilbride, Kim Gillow, Lance Grigsby, Hershel Hartford, John

Jackson, Ali Johnson, Dani McCool, Katherine Miller, Autumn Parker, Ben Pollock, Allen Porter, Ashley Reeves, Kaitlyn Riggan, Jason Riley, Lee Shoultz, Shannon Siebler, Gary Smith (guest), and Myrlinda Soedjede

Absent: AnRechez Daniels, Hershel Hartford, John Jackson, Ruth Parcels, Christopher Robinson, Trish Watkins, and Carrie Whitmer