

Staff Senate Agenda
August 11, 2022 9:30AM
HUNT 149

- I. The meeting was called to order by chair, Roy Cordell at 9:32 a.m.
- II. A motion was made, seconded, and passed to adopt the agenda.
- III. Roll Call – Myrlinda Soedjede
- IV. Introduction of new members
 - A. Alli Johnson and Kim Gillow
- V. Campus Updates
 - A. Human Resources Updates. Roy Cordell provided a summary.
 1. Suspending the flex/remote work pilot program for a couple of months with the intention of restarting in some form in October.
 - B. Parking and Transit Updates – Gary Smith
 1. Peak routes start Monday, August 15. Usually wait until the start of the semester but with all the new students and so many living off campus, they are allowing them time to get used to the bus routes
 2. Resident-reserved lots are closed for faculty/staff parking
 3. Frequency on bus routes changing – short-handed on drivers
 4. Questions
 - a. How many drivers short?
 - 1) 36 positions with 20 vacancies – help recruit if you know of anyone.
 - 2) New starting pay. Trying to help. Full-time pay is almost \$40,000
 - 3) Also need parking staff
 - b. Many sorority students are parking in faculty/staff lots. What communication goes out to them regarding this issue?
 - 1) No communication person since February. Will ensure that communication goes out
 - c. What is happening in front of the Science & Engineering building?
 - 1) Had 2 ADA spaces - completely reconstructing. About 2 weeks behind schedule but will be adding 19 ADA spaces.
 - d. Minimum age for bus drivers
 - 1) 18
 - e. Need *university* ADA permit to park in ADA spaces
- VI. A motion was made, seconded, and passed to approve the Staff Senate July minutes
- VII. Treasurer’s report – Wayne Bell
 - A. Wayne posted the latest spreadsheet into the Staff Senate Teams chat. The only thing reported so far is lunch for the retreat - \$590
- VIII. Committee Reports
 - A. Awards – Aaron Abbot
 1. Sent and email to the committee
 2. Will call nominations for part-time awards in September to complete in time for the banquet in October
 3. Awards banquet will be October 11
 - B. EOQ/EOY – Autumn Parker
 1. EOQ4 winners announced
 - a. Category I - Professional/Non-Faculty - Administrative

- 1) Carla Martin, Institutional Research Analyst and Workday Student Reporting Lead, Institutional Research and Assessment
 - b. Category I - Professional/Non-Faculty - Academic
 - 1) Charini Urteaga, Instructional Designer, Global Campus Instructional Design and Support Services
 - c. Category II - Secretarial/Clerical
 - 1) Christina LaChance, Administrative Specialist II, WCOB Undergraduate Programs Office Front Office Support
 - d. Category III - Technical/Paraprofessional
 - 1) Daniel Klein, Master Scientific Research Tech., Electrical Engineering, Category III - Technical/Paraprofessional
 - e. Category IV - Skilled/Service/Maintenance
 - 1) Rodney Prince, Landscape Specialist, Grounds Maintenance, Category IV - Skilled/Service/Maintenance
 2. They've been notified, and the next step is to select employees of the year out of the EOQ winners, and they will form the EOQ/EOY committee for this year.
- C. Internal Affairs – Erin Butler
1. Bylaws – looked at specific parts
 - a. Voting membership – specific divisions don't align with current divisions
 - 1) Senators based on divisions on org chart on Jan 1 for following fiscal year
 - a) Tried to address divisions with less than 100 employees– possibly combine divisions to make 100.
 - i. 1-49 employees (combined to make 100)
 - ii. 50-100 employees, round up to 100
 - iii. Beyond that, rounding to decide number of senators
 - 2) EEO-6 – federal classifications. 9 total categories. We're only interested in 6 or 7 (some are faculty or we don't use)
 - a) Make best effort to ensure each EEO-6 category is represented
 - b) Effort to represent – can be through recruitment and nomination of empty seats
 - c) Closer to EOQ categories
 - d) Thin on FAMA/skilled trades representation
 - 3) Elizabeth is looking at what it would look like to divide based on the org chart
 - a) Reviewed image of the org chart. It shows what divisions people would fall under
 - 4) Once Elizabeth finalizes the organization by sup org, we will email details to senators to vote for implementation in January for next FY. Will vote during a future meeting
 - 5) Questions
 - a) Are contractors eligible?
 - i. You have to have been employed for a year and be in a full-time, benefits-eligible position

- b) Are we trying to implement the new divisions elections for next FY? If so, will it be the org chart effective this year?
 - i. Roy has passed off org chart updates confirmation to Marcia Overby. She will look through it and send changes back to us. We should expect changes to the org chart within the month. According to the bylaws, chair will confirm.
- b. Virtual meeting options
 - 1) May be suspended if engagement is too limited during online attendance
- c. Vacancies – changes in representation
 - 1) If senator changes positions to a new division – change to a provisional at-large position and serve out rest of term
- d. Special events committee
 - 1) Securing places done by officers because chair may not be in place in time
- e. Meeting dates/times – More flexibility. Determine dates 60 days before start of the following year
 - 1) Set this year at Unity House – Thursdays at 9:30
- f. Officers – bump up by one month.
 - 1) Get officers in place earlier to have more time to plan for retreat and handle business in June
- g. Will finalize revisions and send it out to the senate for review and vote at next meeting
- IX. Teams/SharePoint
 - A. Roy reminded senators to turn on notifications on Teams channel
 - B. Roy can't find a general calendar of when things need to be completed, and he will try to establish a calendar for activities. He put a calendar tab in the Staff Senate Teams channel. Everyone needs to look at when activities need to happen and let him know or add to the calendar.
- X. New Business – None
- XI. Old Business – None
- XII. Chair's Report – Roy Cordell
 - A. Initiative – part of the Higher Learning Commission's Open Pathways reaccreditation process. Up for reaccreditation in 2026. QIP – Quality Initiative Project
 - 1. The open pathway requires an institution to designate one major improvement effort it has undertaken (initiative during years 5-9 of the 10-year cycle). Can be a new initiative or a program already in progress (Last time, it was increasing graduation rate to a certain level)
 - a. Allows institutions to take risks, aim high, and learn from partial success and failure
 - b. The goal is something transformative.
 - 2. By virtue of being chair of Staff Senate, Roy is on the committee
 - 3. Our QIP this time is "Belonging: How can the University of Arkansas create an environment where every member of the Razorback community feels valued, respected, and cared for?"

- a. Appointed a community to engage in conversations about belonging to understand how various groups experience a sense of belonging
 - 4. 4 main areas
 - a. Staff compensation, classification, and workforce structure (Employer of Choice initiative)
 - 1) Campus council, Staff Senate, Human Resources, etc.
 - 2) Have had first meeting, second meeting soon.
 - b. Student success initiatives (related to Belonging)
 - 1) Student Success, Student Affairs, Global Campus, Grad School, etc.
 - c. Diversity, Equity, and Inclusion
 - 1) Community and culture, student experience
 - d. Faculty collaborations
 - 1) Faculty collaborating with each other
 - 2) New spaces allowing faculty to connect and collaborate
 - a) New CORD center, Teaching and Faculty Support Center, Faculty Affairs, Mullins Library
 - 5. Feedback from Senate – send Roy additional ideas
 - a. Roy shared how some companies provide coffee and snacks for staff
 - b. Rachel shared an article which described how flexibility is equivalent to 4-8% of person’s salary – need flexibility
<https://www.arkansasbusiness.com/article/140836/what-to-do-about-work-from-home-lance-turner-editors-note>
 - 1) Hybrid model is important to implement
 - c. Cheap or free parking
 - d. Discount for gym membership
 - e. Help paying for childcare and elder care
 - f. Discount at Jean Tyson Child Development Study Center
 - g. Discounts in the community for staff
 - h. Concern with fringe benefits for certain benefits and discounts
 - 6. Erin asked Roy to provide some language that we can send to our constituents
- B. If you get a degree here, you can apply for education differential to your salary
<https://vcfa.uark.edu/fayetteville-policies-procedures/hmrs/4200.php>
 - 1. One-time stipend to your pay, as long as the degree isn’t required for your position
 - 2. The maximum educational development incentive is the lesser of 6% of base salary at the effective date conferred or \$6,000
 - 3. Funding has to be renewed every year by the legislature

XIII. A motion was made, seconded, and passed to adjourn at 10:40 a.m.

Senators in attendance: Aaron Abbott, Wayne Bell, Karmen Boddie, Tony Boyd, Jen Boyer, Betsy Bushmiaer, Chris Butler, Erin Butler, Garry Butler, Vince Capps, Roy Cordell, Tracy Deffebaugh, Kim gillow, Rachel Gray, Derrick Hartberger, Travis Hefley, Alli Johnson, Chelsea Martin, Elizabeth Miller, Chantel Moseby, Autumn Parker, Ben Pollock, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: Michela Cupello, Allen Porter, Amber Roth,