

Staff Senate Minutes
February 9, 2023, 9:30AM
Unity House – Multipurpose Room

- I. The meeting was called to order by chair, Roy Cordell at 9:31 a.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 –Debbie McCloud/Michelle Hargis Wolfe
 1. Debbie introduced Michelle, the new Chief People Officer. She began February 1.
 2. Moving last classified positions to non-classified. The last of group of staff moving from non-classified to classified will happen on July 1st. It will impact about 630 employees. Some will receive a pay increase. It will not change FSLA status.
 - a. Sick leave does not payout to non-class
 - b. If receiving an educational differential, it will end. If they haven't received the 6% differential, it will pay out at end as a lump sum
 - 1) Impacts six
 3. It's time for performance reviews, they are launched in Workday.
 - a. There is a training available for supervisors.
 4. Class/comp project is in full swing – about 1/3 complete so far. The goal to organize our work
 - a. There will be 20 job families, and within those, sub-families, and working to organize them (such as HR, IT, communications, marketing, etc.)
 - 1) Working with subject matter experts to identify the work – what tasks are performed/how to define them
 - b. Working on standardizing our titles – that will be easiest for market analysis
 - 1) Don't intend to increase or decrease people's pay through this.
 - 2) Addressing Project/Program Specialist and HEI Program Coordinator overuse for vastly different jobs
 - c. They should have recommendations by the end of the year, and Debbie will give updates as we move ahead.
 5. Questions/Discussion
 - a. Want to have full visibility for what positions are on campus and what skills are needed
 - b. Will have a range for pay so don't need to "promote" to adjust pay
 - c. What's the target end date – 12-month project (started October 2022)
 - 1) Goal to have recommendations for upper administration by October 2023
 - d. Do y'all know if clarification on expectations for staff for working remotely during inclement weather events is part of the remote/hybrid work update process? I know the direction was better on the last round of notices but we still had questions about expectations for whether a specific staff person should have been trying to work remotely and we

did have some folks who could not get in on Friday because of weather issue. Do they claim inclement then?

1) The communication was unclear on Friday – if people couldn't get to campus but could work at home, they needed to. Can't claim inclement weather.

e. Issue for weather-essential personnel. Some were stranded on campus. We need to address what can be done in this situation.

B. Parking and Transit Updates –Gary Smith

1. Transit/Parking/Transit committee meeting yesterday – system won't do different types of violations. There's only one type

2. If someone has an email address, they'll get their citation

3. Increasing violation charges – effective July 1, if approved by Board of Trustees

a. Two types of violations increasing from \$75 to \$100

b. Failing to move out of athletic lots - \$125 to 150

4. Lot 55 is no longer overnight

5. Questions/discussion

a. So that will be students, staff, and faculty that will get emails. Visitors to campus will only get a paper copy on their windshield?

1) Yes, unless we have the email address for the visitor

b. We've got some new programs bringing busses on campus over the summer bringing HS students from SE AR. Is talking about accommodating the buses a parking question or a UAPD question- mostly about how we can temporarily park buses while we unload kids at Yoacum.

1) Parking can accommodate.

c. I thought the ticket was already \$150 if the lot is not vacated on game day. My husband's ticket December at ADSB was \$150.

1) Gary will double check that violation cost

d. Questions about student ADA space violations - \$250

e. Hope to have a new director of communications in the next month

f. Question regarding accommodating buses during the summer

1) Parking is Andy

2) Dropping off is A.J. Miller

g. Why can't parts of lot 75 and 37 be for faculty/staff since they are never full?

1) Both are pre-purchased/reserved.

V. Approval of Minutes from January Meeting

VI. Treasurer's report –Wayne Bell

A. Talked through handout

VII. Committee Reports

A. Awards –Jen Boyer

1. Team award nominations were due February 3rd, so extended to February 17. Received 9 nominations – the goal was 10

2. Also had issues with the email address

B. Communications Report – Vince Capps

1. Working on revamping the website

2. If you have any news articles that need to be sent, he will develop a form for submissions
 - C. Legislative –Jen Boyer
 1. Committee met yesterday. Talked about a few things, including the TikTok ban
 - a. It's a main way of communication for students
 2. Reminder about engaging in political activity – it can't be done as a representative of the University
 3. Talked about HB43
 - a. Changed language to being anti-nudity rather than anti-drag
 4. HB81 regarding banning certain books for minors
 5. AR Learn mostly for K12 but can affect higher ed
 6. Congressman Womack took Chancellor Robinson to the State of the Union
 - D. Elections –Elizabeth Miller
 1. Almost through sorting through the divisions. Shared the preliminary graph
 2. Will work with Vince to help us draft an announcement for Arkansas News
 3. Those who have a term expiring this year will need to let us know if they want to run again.
 - E. EOQ/EOY –Autumn Parker
 1. Should be able to announce EOQ1 and EOQ2 winners this coming Monday or Tuesday
 2. Deadline for EOQ3 is April 15
 3. When we get the new job families, may revisit how we do categories
- VIII. New Business
- A. 2023 Staff Senate Picnic –Roy Cordell
 1. Staff Senate picnic will be at 1021 Dining Hall, and Chartwells is catering
 2. We don't have to get donations for food, but we can get some for swag
 3. Looking at May 17 or 18
 4. Upper administration will be able to walk around and engage with employees during the meal
 5. Will have dietary restrictions options – vegan/vegetarian, religious diets
 6. Need to get a count of 2nd/3rd shift employees who may not be able to attend and will do something for them
 7. There will be door prizes, so we can ask for donations for them
 - B. Questions/discussion
 1. Is there a list a UA vendors some place?
 - a. Yes, we have a historic list of vendors
- IX. Old Business
- A. 4 Vacant positions for Staff Senate –Roy Cordell
 1. Cindy Ryan has filled one academic affairs position
 2. There are 3 positions open in academic affairs, at large, and finance & administration
 3. Discussion about current and proposed make up of Campus Council
 - a. Trish will ask Vince to send out a poll to gauge when people can attend a rescheduled meeting
 - b. There has been a proposal to add additional student seats for graduate student representation
 - B. Employer of Choice Survey–Erin Butler
 1. Just an overview or teaser and not official report

2. Executive committee voted to not advertise again
 - a. Top 3 themes for question one (what you like)
 - 1) Healthy work environment/ Joy of working on college campus
 - 2) Colleagues
 - 3) Benefits
 - b. What is something that would help UA become Employer of Choice
 - 1) Perks
 - 2) Flexibility
 - 3) Free/cheaper parking
 3. Internal affairs committee will read through all of the responses
- X. Chair's Report –Roy Cordell
 - A. N/A
 - XI. Upcoming Meeting
 - A. March9, 2023–Unity House, Multi-purpose Room, 9:30am –11:00am
 - XII. Around the Senate
 - A. Send website ideas to Vince Capps if you have them
 - XIII. A motion was made, seconded, and passed to adjourn at 10:50 a.m.

Senators in attendance: Wayne Bell, Karmen Boddie, Tony Boyd, Jen Boyer, Betsy Bushmiaer, Chris Butler, Erin Butler, Garry Butler, Vince Capps, Roy Cordell, Michela Cupello, Tracy Deffebaugh, Kim Gillow, Derrick Hartberger, Travis Hefley, Alli Johnson, Elizabeth Miller, Autumn Parker, Ben Pollock, Allen Porter, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Amber Roth, Cindy Ryan, Myrlinda Soedjede, Trish Watkins

Senators not in attendance: Chantel Moseby, Amy Shell, Carrie Whitmer