

Staff Senate Minutes
February 14, 2024 3:00 PM
CORD 349

- I. The meeting was called to order by chair, Roy Cordell, at 3:00 p.m.
- II. A motion was made, seconded, and passed to adopt the agenda.
- III. Roll Call – Myrlinda Soedjede
- IV. Campus Updates
 - A. Facilities Management Update – Scott Turley & Cale Fessler – FAMA potential outsourcing
 1. Many questions that we don't yet have the answer to
 2. Two primary drivers for exploring – partly fiduciary and partly service-oriented
 3. Company under consideration is SSC, which is part of Compass Group
 4. Currently outsourcing about 40% for landscaping/grounds
 - a. Possible outcome is a partially hybrid approach for both landscaping/grounds and custodial. May end up pulling more custodial staff back to central campus and outsource for external locations
 5. Concerns
 - a. Everyone that has a job will have a job through the transition
 - b. Benefits will be equivalent or better
 - c. Will navigate leave issue, as some companies don't separate sick/vacation
 - d. Plan to negotiate that staff are kept whole as much as possible
 - e. No reductions in pay
 6. Questions/discussion
 - a. Will tuition waiver go away?
 - i. Short answer is no – anyone who currently has tuition benefits will be grandfathered in and recognized with new employer
 - ii. Some staff have students graduating in May. Discussing maintaining the benefit
 - a) Exploring whether can consider for those with high schoolers who are sophomores/juniors
 - b. Current number of staff
 - i. Around 45 employees for summer grounds care
 - a) Doesn't include athletics. Does include Housing
 - c. Are we looking into maintaining current employees as they are and hiring new employees into SSC?
 - i. All options are on the table
 - d. Is SSC both the company we are consulting with and the one we would outsource with?
 - i. No, using a different company to consult (AArete) – looking at a range of business processes across campus. They recommended that we should explore this option
 - e. Is administration aware of the short SSC contract with Fayetteville Public Schools and the expenses after it was ended?
 - i. Yes, they are aware
 - f. Considering other companies?
 - i. Exploring with SSC because they are already an approved vendor, which provides a streamlined method for hiring a vendor
 - g. Is this wholly a cost savings path?
 - i. No, part of the issue is that we are limited to a certain number of positions

- ii. External organizations can ensure staffing levels are higher
 - h. Will staffing concerns still be an issue if struggle to retain and recruit due to the nature of the work?
 - i. May still be an area of concern
 - i. There may be opportunities for upward mobility and relocation that don't exist at the U of A
 - j. Have they spoken with Fayetteville Public Schools to understand what happened with their contract with SSC?
 - i. They have not yet but plan to
 - k. Will there be an opportunity for a forum or Q&A for directly impacted staff?
 - i. Scott has met with most of the staff. If it progresses to the point of adopting a proposal, there will likely be a forum to discuss
 - l. What can we do/how can we advocate for the impacted staff?
 - i. Direct them to their supervisors or to Scott to discuss their concerns
 - a) If concerns about anonymity, encourage them to reach out to staff senator or their HR Partner
 - m. Are we looking at contracting out for other departments?
 - i. No, just custodial and grounds at this time
 - n. Concern about loss of relationships with custodial staff
 - i. Don't know how it will be impacted at this time. May explore concerns with SSC.
 - ii. SSC has an incentive to retain the same employees
 - o. Who will make the final decision?
 - i. The chancellor and his senior leadership
- 7. Scott offered to come back for the March Staff Senate meeting
- B. Human Resources Updates – Terri Chadick (on behalf of Michelle Hargis Wolfe)
 1. Senators were provided a hand-out with HR updates
 2. Class/Comp project
 - a. January updates have been added to the webpage
 - b. Project training for the topics will be released later in the semester
 3. Performance review process training is coming
 - a. There will be training opportunities for employees around performance evaluations
 - b. Deadline for performance reviews for supervisors is March 29th
 4. Dependent eligibility audit for spouse coverage
 - a. UASYS conducting an audit through Feb 20 – a third party is conducting the audit
 - b. Employees should have been mailed information to submit
 5. Making Your Day Work carnival – March 28 in the Union Ballroom
 6. Questions/discussions
 - a. Are evaluations offline or online in Workday for those who changed departments?
 - i. Terri will confirm
 - b. Is dependent eligibility audit only for spousal dependents, not children?
 - i. Terri will confirm
- C. Parking and Transit Updates – Gary Smith
 1. May have all driver positions filled soon
 2. Planning to install new parking lot signs this summer – will renumber the lots
 - a. Will do it in zones. Developing the zone maps now
- V. A motion was made, seconded, and passed to approve the Staff Senate January minutes
- VI. Treasurer's Report – Autumn Parker
 - A. Autumn shared the treasurer's report in the chat

- B. The only thing paid since last time is Roy's salary and fringe benefits
- VII. Committee Reports
- A. Elections – Kim Gillow
 - 1. Kim shared a slideshow to walk through elections data and the upcoming elections process
 - 2. 2,505 benefits-eligible UAF employees
 - 3. 9 areas of representation this year (vs 10 last year)
 - 4. 11 seats up for reelection
 - 5. Kim shared the list of those whose terms are ending
 - 6. Calendar for general election
 - a. Feb 26 – open nominations
 - b. Mar 25 – close nominations
 - c. Apr 1 – open elections
 - d. Apr 22 – close elections
 - e. Apr 24-30 – conduct runoffs
 - f. May 1 – final results (reporting as per bylaws)
 - g. May 15 – final results reported to Staff Senate
 - 7. Officer elections
 - a. Apr 10 – nominations open
 - b. May 15 – nominations close
 - c. May 16-Jun 11 – absentee ballots can be sent in for officer elections
 - d. June 12 – officer elections completed
 - 8. Questions/discussion
 - a. Can people self-nominate?
 - i. Yes, but you need a second nomination
 - b. Ben reminded everyone that anything that needs to go on the website needs to be communicated to him and Vince.
 - B. EOQ/EOY – Ashley Reeves
 - 1. EOQ2 winners were announced in Arkansas News
 - a. Category I - Professional/Non-Faculty – Academic: Jill Geisler Wheeler, associate director of Fulbright Honors Studies
 - b. Category I - Professional/Non-Faculty – Administrative: Cecilee Essary, associate director for On-Campus Student Employment, Career Services
 - c. Category II - Secretarial/Clerical: Lauren Denny, administrative specialist III, International Students & Scholars
 - d. Category III - Technical/Paraprofessional: Nick Salonen, information security manager, UITS Cybersecurity
 - e. Category IV - Skilled/Service/Maintenance: Justin Mazzanti, building specialist, GLBL Technology Support
 - 2. EOQ3 applications due March 15
 - C. Legislative – Trish Watkins
 - 1. Trish provided an update on the property accounting audit process
 - a. Many pieces of equipment are listed under the wrong name. The legislative committee assembled a list of questions to VCFA, and she shared the questions and answers in chat
 - D. Scholarships – Alisha Gilbride
 - 1. Scholarships have been distributed
 - E. Special Events – Amy Shell (on behalf of Kaitlyn Riggin)

1. Looking at Feb 29 for the EOQ/EOY event 2-3 pm
 2. Looking into alternative awards than certificates
- F. Transit, Parking, & Safety – Michela Cupello
1. Today is the last day to complete the parking survey. Michela shared the link in chat
- VIII. New Business
- A. N/A
- IX. Old Business
- A. N/A
- X. Chair’s Report – Roy Cordell
- A. Holiday leave policy
 1. Campus has been processing leave for those who work over holidays incorrectly. It has been going into an annual leave bank but must go into a holiday bank per Board policy. This was corrected this year.
 - B. Two Board policy updates that Roy and John Pijanowski went to Little Rock to discuss Feb 2
 1. 100.4 Section 5
 - a. Trying to standardize campus governance language so not spelled out for specific campuses
 2. 405.5
 - a. Making process of retrenchment more consistent
 - b. Can happen two ways – loss of money and can’t run department anymore or students aren’t enrolling and need to close a program
 3. Roy asked Senators to send their questions and concerns to him so he can relay them to Ben Beaumont in the System office
 4. Questions/discussion
 - a. Concern about policy 405.5 update being used to cut departments that don’t align with the governor’s priorities as has been done in other states
 - i. Comment that this may just streamline the method for cutting departments with very low or no enrollment
- XI. Upcoming Meeting
- A. March 13, 2024 – CORD 349, 3:00pm – 4:30pm
- XII. Around the Senate
- A. N/A
- XIII. A motion was made, seconded, and passed to adjourn at 4:29 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, Katherine Miller, Ruth Parcels, Autumn Parker, Rachel Piontak, Ben Pollock, Allen Porter, Ashley Reeves, Stephen Ritterbush, Amber Roth, Cindy Ryan, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: Elizabeth Miller, Kaitlyn Rigglin