

Staff Senate Agenda
July 10, 2024
Annual Retreat
Shiloh Building, 481 Shiloh Drive, Fayetteville, RM 159

- I. The retreat was called to order by chair, Roy Cordell, after a breakfast at 9:00 AM
- II. A motion was made, seconded, and passed to adopt June 2024 agenda.
- III. Roll Call – Autumn Parker
- IV. Introductions
 - a. Each senator shared their name, job title, what brought them to senate, and two areas that they would like senate to address in 2024-25. Those suggestions are attached as Attachment “A”.
 - b. Each senator shared how long they have been on Staff Senate. The cumulative sum was over 150 years.
- V. Activity
 - a. Guest speaker Erin Walcutt who was to present on the “Legal Landscape in Higher Education” was due to speak. However, she had an emergency. She offered to come to a future meeting.
 - b. Secretary Bell did an activity with the senate where each senator shared their top two concerns for the upcoming year. All concerns were written on the marker board. Then the senators placed the various areas into groupings.
 - c. The groupings that the senators came up with (major areas that they would like addressed in 2024-25) were:
 - i. Communication
 - ii. Training and Development
 - iii. Physical Resources and Infrastructure
 - iv. Human (Staff) Infrastructure
 - v. Advocacy for Staff
 - vi. Campus Accessibility
 - vii. Emergency Preparedness Management
 - viii. Culture and Staff Senate Role in Shaping it.
- VI. HR Presentation
 - a. Michelle Hargis Wolfe presented on three major focus areas for 2024-25.
 - i. Paid Parental Leave Policy
 1. As of July 1, most benefits-eligible U of A employees who are new parents are now eligible to receive up to six weeks of paid leave to spend with their child under University of Arkansas Board of Trustees Policy 420.02
 2. Under new policy, paid parental leave is eligible to those who are birth parents, legal spouse of birth parent, adoptative parent, or foster parent. The leave can be used within the first twelve months of birth (adoption or foster) if the child is under 18 yrs. old.

3. Employees with two years of consecutive benefits-eligible employment with the system may use paid parental leave must be used concurrently with family medical leave under FMLA and must be taken consecutively, rather than on an intermittent or reduced schedule basis. When both parents are eligible for parental leave, then the paid leave of both parents is combined to six weeks.
 4. The new policy will not impact leave without pay, annual accrued leave, sick, or short-term disability leave. Questions could be directed to Stacey Moore, Assistant Director of Benefits and Retirement Planning.
- ii. Staff Classification and Compensation Project
1. For those receiving differing pay due to the Staff Classification and Compensation Project, it should be reflected on employees September 13, 2024, paycheck. It will be prorated back to July 1, 2024. Therefore, that paycheck could be considerably more than other paychecks.
 2. Supervisors have been invited to training during July 2024 on how to address questions regarding the project.
 3. Human Resources will launch a new project website within July that will have more information on the project. It will be advertised in Newswire.
 4. Employees should be notified by their supervisors in August 2024, as to their mapping and potential salary changes.
 5. Human Resources will host office hours in August to answer additional questions.
- iii. Upcoming HR Focus Areas
1. Supervisor Development Training has been revamped and piloted in Fall 2024.
 2. The fifth cohort of UARK Leaders begins in October 2024, with nominations open until July 15.
 3. Human Resources is developing employee engagements surveys to measure engagement through the lifecycle of the employee. The goal is to have shorter and more concentrated surveys.
 4. Onboarding tools and the Onboarding program has been relaunched.
 5. HR is working with the Office of Career Connections to promote student employment on Handshake and is developing careers-focused social media for hard-to-fill openings.

VII. Catered Lunch

VIII. Activity

- a. Secretary Bell continued the activity by encouraging senators to get in groups of four and assigning each group with a focus area from the morning's

activity. Each group was tasked with coming up with some possible ideas for addressing the focus area. Chair Cordell said that the activity could be revisited in August or September.

IX. Committees

- a. Chair Cordell and various representatives gave overviews of each of the committees within Staff Senate. Senators were encouraged to give their preferences to Chair Cordell. Assignments would be forthcoming.
- b. Chair Cordell and various representatives gave overviews of some of the committees that Staff Senate has a presence on in the campus. Stephen Ritterbush announced that he would be chairing Campus Council for 2024-25, and Allen Porter would be chairing Parking /Transit Appeals.

X. Next Steps

- a. Chair Cordell shared that he had secured locations for future meetings for staff senate. Invitations would be forthcoming.

XI. A motion was made, seconded, and passed to adjourn the retreat.

Senators Present:

Wayne	Bell	Autumn	Parker
Karmen	Boddie	Ben	Pollock
Jen	Boyer	Allen	Porter
Chris	Butler	Ashley	Reeves
Erin	Butler	Kaitlyn	Riggin
Vince	Capps	Jason	Riley
Becca	Clifton	Stephen	Ritterbush
Roy	Cordell	Amber Roth (<i>shared that she was leaving the University, prior to next meeting</i>)	
Michela	Cupello	Cindy	Ryan
AnReckez	Daniels	Lee	Shoultz
Kim	Gillow	Shannon	Siebler
Walter	Green	Myrlinda	Soedjede
Lance	Grigsby	Trish	Watkins
Hershel	Hartford	Carrie	Whitmer
John	Jackson		
Alli	Johnson		
Kara	Karstedt		
Katherine	Miller		
Ruth	Parcells		

Senators Absent:

Dani McCool (Excused)
Alisha Gilbride (Excused)

Respectfully Submitted, Wayne Bell

Attachment A

Class Comp	Celebrating staff (divide)	Never enough
Communication	Training for Supervisors	time/resources
Parking	Lack of training	Childcare
Collaboration	Staff morale (stretched	Lack of Shared Culture
SR. Admin Comm	resources)	Celebrating staff more
Transparency	Leadership	Retention
Ethics	Emergency Preparedness	Collaboration b tw Ss &
Effective Comm.	Process Improvement	other groups
Growth Accommodation	Alternative Shift Staff	Understaffed
Insurance premiums	Lack of Support /	Giving staff a voice
Training / Professional	Kindness	
Dev.	Creating an Environment	
Outsourcing	of Respect	General Categories
Emergency Mgmt /	units working together	1. Communication
Preparedness	Inclusion/ Access	2. Training & Dev.
Strategic Planning	Disconnection	3. Physical
Sustainability	Relationships	Resources
Taking care of staff	Retention / Recruiting	Infrastructure
Parking	Communication	4. Human (Staff)
Leadership	Work Environment	infrastructure
Space & Growth	Work Life Balance	5. Advocacy
Advocacy	Benefits	6. Campus
Workday Student	Communicate IT	Accessibility &
Transparency	Parking	welcoming
Isolation in projects/	Communicate who SS is	7. Emergency Prep
programs	Female Staff	Management
Accessibility	Technology training	8. Culture & SS role
Pillars?	Growth	
Employee Retention	System integrations	
Growth for mid-careers	Space	
Financial Resources	Benefits	
Accessibility	Less represented voices	
Space/growth	Morale	
Benefit Communication	Different Depts act	
Access to Info	differently	
Communication		