

Staff Senate Minutes  
March 13, 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. Food Pantry Discussion - Kerri McClanahan - Cooking Matters Intern for Jane B. Gearhart Full Circle Food Pantry
    1. Kerri presented an overview of the pantry's mission and operations and how staff can get involved to support the pantry and access its services
    2. Questions/discussion
      - a. Are visitors required to fill out the demographic data to access the pantry?
        - i. Yes, all visitors must fill out a registration form to receive services when they first access the pantry, but confidentiality is maintained.
  - B. Human Resources Updates – Michelle Hargis Wolfe
    1. Performance Reviews
      - a. Due March 31
      - b. If you have questions, reach out to Tina Paul for staff review concerns, Leslie Pounds for academic reviews, and Ashley Ingram over talent development
    2. Employee Value Proposition (EVP)
      - a. Tying more wins and what we are doing to the strategic pillars
      - b. Fundamental to being an Employer of Choice
      - c. Branding and marketing tangible and intangible benefits
      - d. End of April, there will be more effort to develop the EVP, likely starting with a survey to gauge why people choose to work at the U of A
    3. Class/comp
      - a. There is currently a draft implementation plan
      - b. Two-year implementation – July 2024 and July 2025. Still a lot of analysis and
      - c. Timeline
        - i. Anticipated April/May for employee mapping plan to be shared with deans, strategic operations, and all unit leaders/vice chancellors
        - ii. May/June: Charles, Ann, and Terry expected to approve proposed plan
      - d. Annual increase in July to be determined
      - e. Time in position will be factored into market adjustments
      - f. Not everyone will see an increase as a result of Class/Comp
    4. New Employee Orientation
      - a. Offered most Mondays
    5. Making Your Day Work Carnival
      - a. Opportunity to engage with peers, grow a sense of belonging, and increase sense of purpose in the work
      - b. Games, activities, and educational opportunities
      - c. March 28 in the ARKU Ballroom at 11:30
    6. Questions/discussion
      - a. Do we have the report provided by Huron?
        - i. Huron did not develop a report.
        - ii. New architecture will be published

- iii. Huron was not hired to develop a report, they assisted us with developing our new architecture
  - b. Will the market analysis data be widely available?
    - i. Submit questions on the class/comp website or email [ccproj@uark.edu](mailto:ccproj@uark.edu), and HR will develop responses
  - c. Discussion regarding how the project was originally presented versus the outcome
  - d. Question about time in position when a person went to a different position and then back – leadership will request those adjustments
  - e. Should we upload our resumes in Workday?
    - i. Not necessarily, but update your work history and education background in Workday
      - a) Fill out your Workday profile
  - f. Discussion about result if people are underpaid or overpaid
    - i. Very unlikely that those who are overpaid will experience a pay cut
    - ii. Those who are underpaid are expected to see a pay increase
- C. Parking and Transit Updates – Gary Smith
  - 1. Planning for summer maintenance in garages and parking lots. Will release schedule to the campus.
  - 2. Reconstructing lot 56 B at southeast corner of Razorback Road & Nolan Richardson just north of the Gardens
  - 3. Working on renumbering lots – target date is July 1
  - 4. During Spring Break, faculty/staff can park in resident reserve lots
  - 5. Over Spring Break, planning to repair gravel lots 48A and 49 and weather-permitting power washing on top levels of garages
  - 6. Questions/discussion
    - a. Awaiting results of parking study that’s currently underway. Expect final recommendation in June. Will see what can be implemented this summer and what will be implemented summer 2025
    - b. Will there be additional drop-off zones on campus
      - i. Evaluating whether to establish additional drop-off zones
- V. A motion was made, seconded, and passed to approve the Staff Senate February minutes
- VI. Treasurer’s Report – Autumn Parker
  - A. Autumn put the report in the Staff Senate Teams chat today.
  - B. Updates: chair salary/fringe and payments to EOQ winners
- VII. Committee Reports
  - A. Awards – Elizabeth Miller
    - 1. Team award nominations are open until March 29. Currently 0 nominations. Requested that people nominate and get the word out
  - B. Communications – Vince Capps
    - 1. Vince will work on converting forms to being fillable to make it easier to submit nominations
  - C. Elections – Kim Gillow
    - 1. Nomination form is open. Had unexpected issues due to MFA. Some people were unable to access the nomination form – extended the deadline due to adjustment
    - 2. Several people only had one nomination
    - 3. Expect multiple divisions to have elections this year. Working on fixing software to ensure they don’t experience the same MFA issue
    - 4. Questions/discussion

- a. When people go to nominate, the first screen has them submit at-large nominations. They may not know that there will be a separate screen for nominations within their division
        - i. In the past, you had to submit a nomination on the first screen in order to progress to the second screen. May be able to change it back to having the division first
        - b. Additional discussion about how to streamline the process in the future
  - D. EOQ/EOY – Ashley Reeves
    - 1. EOQ3 nominations due April 15
  - E. Transit, Parking, & Safety – Michela Cupello
    - 1. Parking study consultant asked for Staff Senate feedback regarding preliminary data analysis.
      - a. Rely on their expertise regarding the need for a new garage if data shows it's needed
      - b. Advocated for more equitable parking for certain lots, including based on demand and percentage of salary
- VIII. New Business
- A. N/A
- IX. Old Business
- A. Staff Senate Outsourcing Resolution – Wayne Bell & Roy Cordell
- 1. Internal Affairs was tasked to develop a draft resolution for Staff Senate to show support for custodial and landscaping/grounds staff whose positions may be outsourced
  - 2. Resolution stated Staff Senate's wanted positions to remain at the University and if they were outsourced what we hoped to see in the process
  - 3. Travis put the draft resolution in the Staff Senate team channel
  - 4. Discussion
    - a. There was a Fringe Benefits committee meeting that morning. Melinda and Stacy from HR were there and said there are about 200 positions that may be outsourced, and about 10 are using the tuition benefit
  - 5. Motion and second to vote on the resolution as written
    - a. Discussion
      - i. Minor grammatical edit was proposed
      - ii. Expressed desire for the vote to be unanimous
      - iii. Request that the vote be anonymous
        - a) Motion and second to vote anonymously
      - iv. When is the resolution effective?
        - a) Roy will make the proposed edit and sign and distribute
      - v. Vote to conduct vote on resolution by secret ballot. Motion passed.
    - b. Secret ballot vote on passing the resolution as written with the minor grammatical error corrected. Motion was passed 25 to 1.
- \*Final resolution attached to minutes*
- X. Chair's Report – Roy Cordell
- A. Board policy updates going out for public comment first week of April in anticipation of the Board voting on them in May
- XI. Upcoming Meeting
- A. April 10, 2024 – CORD 349, 3:00pm – 4:30pm
- XII. Around the Senate
- A. Rally for custodial and landscaping/grounds staff on March 16

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, Travis Hefley, John Paul Jackson, Alli Johnson, Elizabeth Miller, Katherine Miller, Ruth Parcells, Autumn Parker, Ben Pollock, Allen Porter, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Amber Roth, Cindy Ryan, Amy Shell, Myrlinda Soedjede, Trish Watkins

**Senators not in attendance:** Walter Green, Hershel Hartford, Rachel Piontak, Carrie Whitmer



## **RESOLUTION TO OUTLINE STAFF SENATE'S POSITION ON OUTSOURCING CURRENT UNIVERSITY OF ARKANSAS, FAYETTEVILLE (UAF) EMPLOYEE JOBS**

As the governing body representing the interests and well-being of the entire staff at the University of Arkansas, Fayetteville, the Staff Senate recognizes the indispensable contributions of custodial and facilities staff in fostering a clean, safe, and vibrant campus atmosphere. Aware of the potential adverse effects of outsourcing on our community, we acknowledge the dedication and expertise of these employees, whose work underpins the very essence of our campus life.

The Staff Senate understands the severity of the repercussions that outsourcing can have on job security, employee morale, and the overall quality of service on campus. We whole-heartedly support the staff who may be impacted by such measures, advocating for the continuance of their employment within our university community.

**WHEREAS** the long-term costs of outsourcing often outweigh projected short-term savings;

**WHEREAS** University of Arkansas, Fayetteville employees possess irreplaceable institutional knowledge and demonstrate unwavering dedication, both of which are essential to the university's successful operation;

**WHEREAS** outsourcing of custodial and facilities services could lead to job losses, reduced wages, and diminished benefits, directly contradicting our commitment to employee well-being and our "Employer of Choice" campaign;

**WHEREAS** the Staff Senate is concerned that outsourcing current state employees to a private company will jeopardize employees' eligibility for the Public Service Loan Forgiveness (PSLF) program offered to U.S. federal, state, local, or Tribal government or qualifying not-for-profit organizations;

**WHEREAS** the Staff Senate reaffirms its unwavering commitment to supporting and protecting the jobs of its dedicated custodial and facilities staff, whose work is integral to the university's operations and mission;

Therefore, **BE IT RESOLVED** by the Staff Senate of the University of Arkansas, Fayetteville:

1. That our primary objective is for **all jobs currently considered for outsourcing to remain under the direct employment of the University of Arkansas**, honoring our commitment to our valued employees. This requires the University of Arkansas to prioritize the retention of current employees and explore all internal restructuring, reassignment, or retraining options before resorting to outsourcing;



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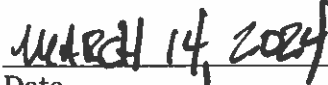
2. Should the above objective prove infeasible, the Staff Senate recommends that employees be offered the choice to remain with the University of Arkansas or transfer to the new company. Subsequent vacancies would then transition to the new company upon employee departure or retirement.
3. If retaining all jobs within the University of Arkansas proves impossible, the Staff Senate strongly advocates for a rigorous Request for Proposal (RFP) process to identify the most qualified vendor, ensuring fairness and ethical standards if outsourcing becomes unavoidable.

**BE IT FURTHER RESOLVED** that should a true RFP process be employed; the following protections and safeguards should be integrated as contractual stipulations with the selected vendor(s):

- **Competitive Compensation:** The chosen vendor(s) should provide a wage and benefits package that meets or exceeds the package, including weather essential compensation, offered by the University of Arkansas at the time of outsourcing for the duration of their employment.
- **University Support for Employees:** The University should provide the following for impacted employees:
  - Continuation of the current reduced-price tuition waiver for employees or their dependents as outlined in Fayetteville Policies and Procedures 512.0.
  - Provision of early retirement options for eligible staff.
  - Access to mental health support during the transition.
  - Distribution of generous severance packages to those who qualify.

**CLOSING STATEMENT:** This resolution reflects the Staff Senate's unwavering dedication to the well-being and fair treatment of all employees. The University of Arkansas must demonstrate leadership by upholding the highest standards of employment practices and by prioritizing its community and mission.

  
\_\_\_\_\_  
Staff Senate Chair, Roy Cordell

  
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Date