

Staff Senate Agenda
November 10, 2022, 9:30AM
Microsoft Teams

- I. The meeting was called to order by chair, Roy Cordell at 9:38 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 McLoud
 1. Halfway through Open Enrollment.
 - a. Only around 50% have completed.
 - b. Everyone must renew the tobacco pledge even if there are no other changes
 2. The Classification/Compensation analysis and realignment project has begun
 - a. Started working with Huron Consulting Group
 - 1) Have met with multiple campus stakeholders in focus groups
 - i. Staff Senate Executive committee
 - ii. Police
 - iii. Parking and transit
 - 2) Next going to talk to deans and college budget officers followed by academic advisors
 - b. The next step is to draft a compensation philosophy that will be shared with the staff senate executive committee. This is to be followed with determining job families for a compensation and market analysis.
 - 1) Whatever is decided will guide us in our analysis of existing class/comp
 - c. Finally, we will make recommendations to go through the governance groups.
 - d. Teams
 - 1) Working group of HR staff
 - 2) Change management and project management group
 - e. So far on track with everything
 3. Questions
 - a. Is 51% typical for Open Enrollment completion at this point?
 - 1) Yes, people often complete at the last minute
 - 2) HR team is working on getting people to complete it
 - i. Doing staff meetings and visiting departments to answer questions
 - B. Parking and Transit Updates – Gary Smith
 1. The group is still evaluating the suggestions received from Staff Senate
 2. Removing poison ivy near lot 78
 3. Lot 3 should open on Monday, November 14 – will have 1,988 spaces, 19 ADA spaces, and good access to campus core.
 4. Parking citation envelopes are being eliminated to be replaced by pre-printed citations. They will have the information and a QR code on the back for easy payment arrangements.
 5. Questions
 - a. Discussion about the upcoming articulated bus – hope to have five

- b. Have there been suggestions from other governance groups? Not yet.
 - V. A motion was made, seconded, and passed to approve the Staff Senate October minutes
 - VI. Committee Reports
 - A. Internal Affairs – Erin Butler
 - 1. Want to touch base about remote/flex work pilot
 - 2. Task force met yesterday
 - a. Margaret McCabe brought up the fact that some departments inaccurately described the pilot guidelines
 - 1) Unit leaders are allowed to limit flex/remote work, but they need to own it.
 - 2) Led to a discussion about communication and trust – issue with “trickle-down” communication
 - b. Training
 - 1) Task force ranked different topics for training – which topics are most essential
 - i. Training topic related to employee productivity
 - 1. Importance of managers and employees communicating and setting expectations for productivity
 - a. Should be happening all the time
 - ii. Managers evaluating flex work requests
 - 2) Sub group will focus on the training topic
 - 3) Sub group focused on campus experience
 - 3. Questions/discussion
 - a. Will a campus-wide survey be coming out at the halfway point like we did last time?
 - 1) Yes
 - b. Be mindful of what you’re doing when your camera is on and you’re attending virtual meetings. Behavior and appearance should still be professional
 - c. The plan for the December meeting is to hear from a subgroup focused on campus experience. They are looking at perks/benefits for those who are not working remotely.
 - d. Is the manager training that HR used to have expected to return? That seems like a good place to start the evaluation/productivity conversations/training
 - 1) Training has been totally revamped. Pilot should come out this spring
 - e. Will supervisor training include remote work?
 - 1) It should be addressed in some fashion
- B. Special Events – Chantel Moseby
 - 1. RazorGifts
 - a. Requesting people who have worked on it before. Chantel will reach out to them to work on it
 - b. Suggestion to look to the spring rather than rushing to do something for Christmas, but others acknowledged that some families depend on it.
- VII. New Business
 - A. Volunteer for empty Campus Council seat – seat formerly held by Cleston Murray

- B. Need a volunteer from Transit & Parking Committee to attend the Parking, Transit, and Traffic Committee meeting
 - 1. Aaron Abbott is scheduled to attend
- VIII. Old Business
 - A. None
- IX. Chair's Report – Roy Cordell
 - A. Looking for a day for most to do a virtual grievance procedure training
 - 1. Roy will try to get back today with the day most people can attend. Should take about an hour
 - 2. Questions/Discussion
 - a. What if we can't attend?
 - 1) They're looking for most of us to attend. If you get pulled for a grievance case, they will train you again.
 - B. The Executive Committee discussed writing a letter of support for Dr. Robinson in reference to the Chancellor's search. Was told it had to get out quickly given time considerations. It was signed as "Staff Senate Executive Committee"
 - 1. The letter was shared with the group.
 - 2. The letter was sent to President Don Bobbitt and Board Chairman Cliff Gibson
 - 3. Next steps of the search process discussed
 - 4. Discussion of another letter being sent representing the Staff Senate as a whole and what should be the content of such a letter in order to propose a motion to the group
 - 5. A motion to draft a letter asking the Board to make a decision quickly was made and received a second
 - a. Roy and a few others will draft it and share it with the group.
 - 6. Further discussion on the chancellor selection
 - 7. BOT will have an open vote on November 18th only if they can't sort it out at the 14th-15th meeting
- X. Upcoming Meeting
 - A. December 8, 2022 – Unity House, Multi-purpose Room, 9:30am – 11:00am
- XI. Around the Senate
 - A. None
- XII. A motion was made, seconded, and passed to adjourn at 10:57 a.m.

Senators in attendance: Aaron Abbott, Karmen Boddie, Tony Boyd, Jen Boyer, Betsy Bushmiaer, Chris Butler, Erin 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, Allen Porter, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Amber Roth, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: Wayne Bell, Garry Butler, Michela Cupello