

Staff Senate Minutes
November 8, 2023 3:00 PM
CORD 349

- I. The meeting was called to order by chair, Roy Cordell, at 3:03 p.m.
- II. Roll Call – Roy Cordell
- III. A motion was made, seconded, and passed to adopt the agenda.
- IV. Campus Updates
 - A. Parking and Transit Updates – Gary Smith
 - 1. Answered Hershel’s question in chat regarding traffic jams in front of Walton College blocking parking for ADA parking folks on McIlroy
 - 2. People need to contact UAPD regarding the issue. McIlroy is a city street. Parking and Transit has no authority over the street – only the spaces. Gary will forward the information to UAPD.
 - 3. Parking study is underway. They’ve done lot counts during certain time blocks.
 - a. They found a minimum of 3,700 empty spaces and a maximum of 4,300 during their counts. They will be putting that together with additional information and working with the Housing consultants on their study which is due in December. There should be a final report in June
 - 4. Upcoming athletic events
 - a. Recommends staying out of athletic valley on Friday, November 10. There is an elementary day with women’s basketball that day.
 - b. Saturday evening, a men’s basketball game, women’s soccer game, and Fayetteville High School is hosting a swim meet at HPER.
 - 5. Questions/discussions
 - a. Parking study focused on time blocks around 10am and 2pm. Question about consideration of the times when staff are trying to come to work
 - i. They took a heat map of class schedules to focus on typical class times.
 - ii. They are working on a map identifying which lots are <25% filled, 25-50% filled, 50-75% filled, and 75-100% filled and will break them down by permit parking types, identifying vacancies by permit type
 - a) Hoping to be able to publish on their website to help people find parking
 - B. Human Resources Updates – No updates - Michelle Hargis Wolfe was absent
- V. A motion was made, seconded, and passed to approve the Staff Senate October minutes
- VI. Treasurer’s Report – Autumn Parker
 - A. Autumn put a copy of the updated report in the chat and walked through the updates
 - 1. Updates include salary and fringe benefits
 - 2. Expenses for Staff Celebration and Staff Appreciation Week should show up on next month’s report
 - a. About \$3,000 on Staff Appreciation and a few hundred on Employees of the Quarter
- VII. Committee Reports
 - A. Communications – Vince Capps
 - 1. Vince and Ben have been working on updating the website, including the minutes, schedule, and bylaws. Redesigned the homepage
 - 2. Will post updates in Teams chat
 - 3. There will be an Arkansas News articles on EOQ1 winners tomorrow
 - B. EOQ/EOY – Ashley Reeves
 - 1. Announced the EOQ1 winners:

- a. Category I - Professional/Non-Faculty – Academic – Danielle Dunn, director of operations and academic outreach
 - b. Category I - Professional/Non-Faculty – Administrative – Jacob Hiatt, fiscal support manager
 - c. Category II - Secretarial/Clerical – Lacie Bryles, programming and media specialist
 - d. Category III - Technical/Paraprofessional – Juana Gilstrap, systems specialist and Workday Student data & integrations
 - e. Category IV - Skilled/Service/Maintenance – Johnmark Eneks, power plant operator
- C. Scholarships – Alisha Gilbride
 - 1. Alisha is the new chair of the scholarship committee following Garry Butler’s resignation
 - 2. The applications for the spring semester close in December
- D. Special Events – Kaitlyn Riffin
 - 1. Working on RazorGifts – applications due today. Received about 10 applications
 - a. They hope to open the option to purchase gifts around November 15 and hope to disperse December 11-15
 - b. Spoke with the committee last week about spaces for donations
 - c. Currently accepting donations of wrapping paper, bows, tape, etc.
 - d. At the next meeting, they will discuss the spring EOQ/EOY celebrations
- E. Transit, Parking, and Safety – Michela Cupello
 - 1. Reminder that those who have yellow permits can also park in the green lots
 - 2. Staff Senate Parking and Transit committee met this week because of an ongoing discussion regarding drop-off locations, particularly with the Appeals Committee. They are overwhelmed with requests for appeals due to unclear situation regarding citations. There is an automated system that issues citations when people are just dropping off
 - a. Gary assembled a sub-committee to review and address this issue.
 - i. So far, the Staff Senate committee does not think there is much benefit to designated drop-off locations, as they will likely cost more than they will provide benefit.
 - 3. Additional update – Chancellor’s Commission on Women
 - a. Michela has been elected chair of the commission
 - b. There are several efforts/goals in progress: childcare, nursing mothers’ rooms, women in leadership
 - c. If anyone is interested, the bylaws were rewritten last year to be more inclusive, so additional members may be able to join

VIII. New Business

- A. Employee Appreciation Brainstorming – Roy Cordell
 - 1. Roy had a conversation with Ann Bordelon, who asked if Staff Senate could do anything we wanted for appreciation, what would it include? What can we do different moving forward?
 - 2. She said that she is willing to engage the right groups and put money into it
 - a. She is looking for the best ways to show employee appreciation
 - 3. Roy wants to develop an ad-hoc group to brainstorm and come back together in December with ideas for appreciation. Let him know if you are interested in participating
 - 4. Question/discussion
 - a. Agreement on combining celebration with faculty
 - b. Question about whether celebrations would be one-offs or one or two times per year or if there would be more consistent celebrations throughout the year or a “permeate the culture” perspective

- c. She is willing to listen and engage
- IX. Old Business
 - A. Scholarship Naming – Roy Cordell
 - 1. Discussion of the specific language for the bylaws update to include the Valerie Pryor memorial scholarship
 - a. Roy shared the document with the updated language on pages 7 and 14
 - 2. The bylaws update will be read again and voted on at the December meeting
- X. Chair's Report – Roy Cordell
 - A. Angela Mosley-Monts has moved to OEOC, and her title now is Director of Belonging and Engagement. She reached out to serve as a liaison to Staff Senate for OEOC, Human Resources, and the Chancellor's Office.
 - 1. She asked for the childcare report and the staff survey report from the spring
 - 2. The hope is to have another contact with administration and HR to advocate for things we are hoping to achieve.
 - B. There was another Class/Comp meeting via Teams – meetings are now monthly
 - 1. About 64% complete, 22% in progress, and the rest will happen later near the end
 - 2. Many other SEC schools are going through this same process with their staff
 - 3. They referred to a career "lattice" rather than "ladder"
 - a. Roy shared a slide showing how, in certain job families, managers may make less than professional staff in a different job family
 - 4. Questions/discussion
 - a. Desire for a presentation by Michelle Hargis Wolfe and/or the consultants to present updates on the Class/Comp project
 - b. Desire for transparency in the process
 - C. Remember that emails are being actively converted to shared mailboxes (e.g. ssgifts@uark.edu)
 - D. The catastrophic leave donation window is open right now
- XI. Upcoming Meeting
 - A. December 13, 2023 – CORD 349, 3:00pm – 4:30pm
- XII. Around the Senate
 - A. Hershel discussed multiple meetings with employees in the last few months who expressed fear of retaliation for speaking up about concerns on their job. Desire for shift in culture that prevents employees from speaking up
 - 1. Concern about ability to change this process because this is a right to work state. May need to approach from a manager/leadership training perspective as well as training for employees on how to advocate for themselves and report concerns
 - 2. Request for someone from OEOC to come to a Staff Senate meeting to share employee rights and how they can address these situations
- XIII. A motion was made, seconded, and passed to adjourn at 4:08 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, Elizabeth Miller, Katherine Miller, Ruth Parcells, Autumn Parker, Rachel Piontak, Ben Pollock, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Cindy Ryan, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: Allen Porter and Amber Roth