

UP Senate Meeting Agenda
Tuesday, February 20, 2018, 9:00 a.m. RSC 142, Harvest Room

Present: Amy Barfield, Sydney Chandler, Camille Childers, Andrew Kahrs, Grady Landrum, Randi Linquist, Laura Manning, Alicia Newell, Becky North, Heather Perkins, Julie Scott, Sarah Sell.

- I. Call to Order – When the meeting began it was noted that attendance did not meet the requirements for a quorum, so no official actions will be taken during the meeting.
- II. Approval of Minutes – Done electronically
- III. New/Old Business
 - a. Joint Survey – Survey on employee incentives has launched. As of February 19th over 660 responses were received. Due to the number of responses, a \$25 charge must be paid in order to obtain the results. Amy Barfield suggested having the UP Senate offer to cover the cost rather than trying to split the charge between the three senates. Since the survey was launched, the UP Senate has become aware that Qualtrics is considered the official survey tool of WSU and will be used in the future. Other Regents Universities are doing similar surveys but are not including faculty. If you haven't already done so, please send a reminder to your constituents to take the survey.
 - b. Performance Based Incentives – An incentive system for faculty in non-tenure positions is now in place. Senators are now hearing from some UP's about the lack of incentives for their positions. The WSU Strategic planning committee has discussed this issue. There is some discussion on linking attainment of strategic goals to pay increases and senators are starting to hear discussion of merit-based pay incentives. In the near future, the UP Senate should discuss how to influence this discussion. As an FYI - Camille Childers is now representing the UP Senate to the budget committee.
 - c. Tuition Assistance Program – Feedback received by the UP President was given to HR and is being reviewed. The most significant areas of comments regarded the elimination of graduate program tuition assistance for spouses and dependents and the elimination of employee assistance in situations where the employee is not degree-seeking.
 - d. Awards Committee: A total of 15 nominations were received. This is a significant increase over past years.

Some questions about the process were raised and the committee wasn't sure if they had the power to make those decisions. They included: 1) Is it ok to select winners who were former USS award winners? USS senate is ok with this as long as the person has been a UP for at least 3 years and the award is based on their work as a UP. 2) Can students nominate someone? The consensus of those in attendance was that such questions should be referred to the UP senate as a whole for discussion and resolution.
 - e. Election: Randy Linquist is leaving WSU in March. Alicia Newell is moving to student affairs effective March 12th. She will continue to serve this term and then could choose whether to run for senator as a representative of student affairs.
- IV. President's Council Meeting Report – Amy meets with Dr. Bardo tomorrow. She intends to talk to him about performance based incentives.
- V. HR/Senate Meeting Report – HR's intends to continue to align policies and practices among different staff groups in order to eventually treat them all the same. Of the policies recently submitted to the UP Senate for feedback, the separation policy is still under review. The 1 year severance is most likely going away so the UP Senate should consider how to help shape the new policy rather than insist that there be no change. Probationary periods are also included in the conversation about appointments. Senators discussed the

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possibility of forming of a subcommittee of UP and USS members to be in conversation with HR and the administration about any proposed changes.

- VI.** Strategic Planning Committee Report – Would like to appoint a new member to this committee after UP elections are held. This group continues to review applied learning plans from various colleges and is looking at “next steps” for committee focus.
- VII.** Budget Advisory Committee – No Report
- VIII.** Reports from Committee Chairs-
 - a. Awards/Recognition- Jana Henderson (Chair), Camille Childers, Randi Linqvist
 - b. Communications – Jeswin Joseph, Alicia Newell, Julie Scott, Darryl Carrington, Augustine Iocopelli
 - c. UP Grievance-Judy Espinoza
 - d. Election- Krysti Carlson-Goering (Chair), Sarah Sell
 - e. Library Appeals- Camille Childers (Chair)
 - f. Professional Development –Caleb Loss (Chair), Randi Lindquist (Co-Chair), Amy Barfield, Krysti Carlson-Goering, Shawn Ehrstein, USS Members: Linda Hayes
 - g. Technology Fair Subcommittee- Becky North (Chair), Amy Belden, Jarrod Hipps, Dan Larrea, Muhammad Usmani, Sam Willis, TBD- USS Senate
 - h. RSC Board of Directors- Andrews Kahrs
 - i. Traffic Appeals - Laura Manning, Jeswin Chankaramangalam
 - j. UP Staff Council Representative –(*Position is held by Senate Vice President*) Camille Childers
 - k. UPS Website- Kevin Crabtree
- IX.** As May Arise
 - a. Joint committee meeting with USS and Faculty Senates not happening in March. Amy will look for a meeting time at April. The UP senate will meet during the time that had been reserved for the joint meeting instead of at its regular time.
 - b. General meeting for all UP’s will be scheduled for late April or early May. Ideas for speakers were discussed.
 - c. Technology Fair – No fair will take place in 2018 due to scheduling challenges. The fair will move back to RSC hopefully in October 2019. Discussed how to make this an applied learning experience in order to increase student involvement.
 - d. Police Chief Candidates – Four candidates came to campus and participated in a series of interviews. The final decision rests with Werner Golling and is anticipated soon.
 - e. Amy intends to reach out to senators who have missed a number of meetings this year. The Senate discussed expectations of Senators which included attendance constituent communication. In the future, expectations of Senators will be communicated during both the nomination and election process.