

Meeting Minutes

Tuesday, October 16, 2012 at 9:00 a.m. – LAS Boardroom (LH 200)

Present: Lana Anthis, Belinda Bishop, Frankie Brown (ex-officio), Gina Crabtree, Janelle Darr, Connie Dietz, John Duvall, Charles Eaton, Taylor Esposito, Sally Fiscus, April Keim, Mark McCain, Cheryl Miller, Alicia Newell, Susan Norton, Kim Sandlin (past president/ex-officio), Sheelu Surender, Jessica Treadwell (ex-officio), William Vanderburgh.

Absent: Brett Morrill

- I. Call to order at 9:05
- II. Guest – Andy Schlapp -
  - a. Issues for WSU with the incoming legislation - size of government. Fundamental belief from the electorate that government should be smaller. What is the right size of government and what are the impacts of these decisions? WSU's perspective, is how does that impact cuts? Governor feels that higher education is important.
  - b. Review of policy on governmental relations - we cannot represent WSU in any discussion with legislators. Need to be sure that discussions are premised as a private citizen. Cannot use WSU phone, computer or email for political discussions, must use personal avenues as a private citizen. When discussing with elected officials, be courteous, try to understand they are trying to represent their constituents to the best of their ability, and they are hearing from hundreds of constituents on a daily basis. Have facts and data rather than just emotional discussions.
  - c. @WSUgovrel – Andy's twitter account, to follow during the session. Contact Andy with questions.
- III. Approval of September 23, 2012 Minutes - Motion by Charles/Lana. Approved by all.
- IV. Constituents Heads Meeting Report –
  - a. Discussed reaction to the inauguration.
  - b. Discussed focus on addition of undergrad research.
  - c. Kansas Board of Regents (KBOR) will be meeting later this week. Much work is being done in committees. KBOR has been told to cut staff by 10%, but higher education institutions have been held steady.
- V. President Bardo Meeting Report
  - a. The equity conversation and UP survey were discussed and updated on status.
  - b. VPAA search will be started after the inauguration.
  - c. New Dorm - waiting on cost estimates, no site has been selected at this time.
- VI. New/Old Business
  - a. Report on & Discussion of Equity Issue Statement

- i. The following statement will be approved by the Senate prior to presentation to Dr. Bardo:  
*Equity is impartial fairness for employees expressed through compensation, benefits, treatment and resource allocation. Equity is based on many factors, but should give much consideration to responsibilities at WSU (and level of responsibility), educational level, training and experience.*

*There may well be inequities in pay relative to education, experience and responsibility; in title relative to work responsibilities; in available resources for people in different departments and locations; and other factors. However, we cannot begin to address the existence and severity of these inequities until the job classification system is more robust. We recommend beginning a review of the current situation and revision of the system of job classifications for UPs as the first step in moving toward employment equity at WSU.*

- ii. Motion to approve the statement (Bill/Susan) to take to President Bardo. Will be hand delivered during Connie's next UP Senate president's meeting.
- b. Report & Discussion of Evaluation Survey Results -
  - i. Survey done on new survey software.
  - ii. 687/343 sent/completed. 56% completion rate. 2 reminders sent.
  - iii. Review information for discussion with the president for input on the process for UP's reviews.
  - iv. Taylor stated it might be interesting to collate information by where UP's work and/or how long they have worked for WSU.
  - v. Should do a summary of results prior to sending to Dr. Bardo. Bill, Lana and Alicia developed the survey. Connie will ask Dr. Bardo if he wants all the data or a summary and the data. Depending on his response the development committee may be asked to write summary and bring to the November meeting for approval prior to discussion with Dr. Bardo.
- c. Fall General Meeting –
  - i. When and What/Who - no date is set yet.
  - ii. Mary Herrin said yes to discussing the master facilities planning.
  - iii. Either Jim Hermann or Wade Robinson will be asked to speak on Rhatigan renewal.
  - iv. President Bardo will be asked to speak.
  - v. Invitations will be done electronically. The Senate will look into having the meeting streamed.
- d. Appointment of UPs to Grievance Committee Pool –
  - i. Per 6.13 policy, the Senate confirms the following people:
  - ii. Wendy Haines
  - iii. Gail Martin
  - iv. Dan Larrea
  - v. Sally Jones
  - vi. Ellen Abbey
  - vii. Barth Hague
  - viii. Laura Manning
  - ix. John Rankin
  - x. Vince Altum
  - xi. Jennifer Anozie
  - xii. Move by (Gina/John) to approve. Motion passed. Training for these members on 10/25 at the Welcome Center.
- e. Appointment to Facilities Committee –
  - i. Kim Sandlin has agreed to this appointment and will be making updates to the senate. Information will be online from the facilities planning consultants soon. Meeting is planned for the near future for feedback and input.

- f. Strategic Planning Steering Committee –
  - i. Connie is our representative. College life/university relations (CLUR) rep has been added, Christine Schneikart-Luebbe. Two community town hall meetings are planned in the next few months. First planning meeting focused on clarifying charge to the committee.

## VII. Standing Committee Reports

- a. Service – Alicia Newell
  - i. Meeting to transition for stuff the bus. Let Alicia know if you need a box for stuff the bus
- b. Professional Development – Becky North
  - i. Next week is technology fair.
- c. Awards/Recognition – Gina Crabtree
  - i. Gina handed out a tentative timeline for UP Senate awards. Clarified that previous award winners are not eligible nominees. Bill asked about list of previous award winners. Gina is checking for complete list. Motion to approve (Susan/Kim). Approved by all.
  - ii. Discussion regarding guidelines for various committees. Add to the new business for November agenda - April will research and report on methodology available.
- d. Legislative –
- e. Grievance – Frankie Brown/Cheryl Miller
  - i. Grievance in process.
- f. Election – April Keim
  - i. Nothing at this time. May be looking at verbiage on election policies.
- g. Dining Services – Sheelu Surrender
  - i. Nothing at this time.
- h. UPS Website – Kevin Crabtree
  - i. Any comments send to Connie and she will forward to Kevin.
- i. RSC Board of Directors – Lana Anthis
  - i. Nothing at this time.
- j. Wellness – Taylor Esposito
  - i. Saturday is the pumpkin run on campus at 9:00 am. Student wellness action team is hosting pink volleyball 10/27 at the Heskett center.
- k. Traffic Appeals – Sally Fiscus
  - i. Monthly meetings are going well.
- l. Unclassified Professional Staff Council update – Kim Sandlin
  - i. Pittsburg State University UP President spoke to KBOR on formal structure.
- m. Library Appeals – Susan Norton
  - i. Meeting later this week.

## VIII. As May Arise

- a. Why can dependents get 6 hours of tuition reimbursement for UG courses compared to employees who only receive 3 hours? - decision was made by Presidents executive staff; Connie was asked to discuss with Dr. Bardo

## IX. Announcements

- a. Next Meeting: Tuesday, November 20, 2012, 9:00 – 11:00 a.m., LAS Boardroom
- b. Special guest is Nancy Loosle

## X. Adjourn at 10:37