

Joint Meeting of the UP, USS and Faculty Senates
November 8, 2017

- Introduction of Senators
- Chelsea Redger – Volunteering/Service Learning. Not present so the topic was not addressed.
- Staff Issues
 - Employee incentives – If money is not available for raises, should we ask for other incentives?
 - Might include: paid prof development, more flex time, tuition for dependents across KBOR system, not having to be enrolled in 12 hrs to receive the employee discount; insert more holidays/closed days in the Spring;
 - Pittsburg State put out a survey – We'd like to do the same. Are there volunteers to help create a survey? Input received would be presented to President Bardo for consideration. Volunteers to develop the survey are:
 - Michael Turenne
 - Camille Childers
 - Kelly Eden
- Retention Info needed
 - How fast are we losing people, how much of a problem is it.
 - A presentation at KBOR by another institution about losses impressed the regents. A combined report from all KBOR institutions would have more impact.
 - Working to get more data from OPA office to understand the scope of the problem. Down to 350 USS – lost about 300 people over last few years (some to UP, others have left WSU).
- Service Standards
 - HR has been coordinating campus efforts to create new service standards – guidelines for how we interact with all those who visit campus – students, parents, alumni, community members, etc.
 - The idea is to have consistent standards and expectations; a brand to say Who we are and what visitors to campus can expect.
 - 30 min focus groups held in Sept. 9 sessions, 160 participants (faculty, staff, students). Next step was to consolidate the input, develop the draft of standards, and host more feedback sessions in October. A final proposal is being developed by Strategic Communications based on all of this feedback.
 - Q: How are we going to use the service standards?
 - Staff performance evaluations – will be modified to include these standards

- Discussion with Academic Affairs about whether to incorporate into FAR.
 - There will be training in the Spring to distribute and communicate down the chain. The new standards will also be communicated during new staff orientation.
 - Idea to include a brief card like the one with vision, mission, etc. to make the standards handy.
- Communication Challenges within Senates:
 - The question was of how and when to disseminate info to constituencies.
 - UP > all senators are assigned a specific constituency to communicate with on issues;
 - Faculty have nominal constituencies, but there is often overlap because representation is largely at the college level and shared among several reps, not at the dept level. Faculty agendas are sent out in advance to allow for input from constituents prior to the meeting.
 - How often should that be invoked? Info also posted on webpage;
- As May Arise:

Parking on game day.

 - Athletics pays for the lots on game day.
 - Closed to entry 3 hrs in advance of game. Tickets written for any cars remaining 2 hrs in advance.
 - Policy set by admin and athletics;
 - Police and Athletics trying to communicate as clearly as possible to let people know about the closures and the penalties for violations.
 - There are approx 15-20 games during the season. The timing of the games is largely determined by the media based on air time.
 - Suggestion to consider a graduated fee schedule to increase with each subsequent infraction. (Randy Sessions will check into this)
 - Text message alerts: You have to sign up for the alert.

Health Coverage

- Amy Barfield has a link to the Health Commission where we can lodge complaints. She will send this out so it can be forwarded to all constituent groups.

Timekeeping Update

- A special committee is taking bids on new software to manage timekeeping across campus. They have completed a usage survey and put together the specs in order to take bids.

Annual recognition ceremonies

- These were a little disappointing this year. By invitation only – meant that supervisors didn't get to participate in the celebration as they had in the past.

Future joint Senate meetings

- Each Senate should discuss whether to continue to meet jointly on a regular basis. A suggestion was made for one joint meeting each semester.