

UP and USS Joint Senate Meeting Minutes

Tuesday, June 18, 2019, 9-11 a.m. RSC Room 266

In Attendance (UP Senators): Camille Childers, Julie Scott, Deb Wagner-Kirmer, Gabriel Fonseca, Judi McBroom, Aswini Kona Ravi, Krysti Carlson-Goering, Denise Gimlin, Lisa Clancy, Kayla Jasso, Tyler Gegen, Trish Gandu, Janice Daugherty, Alison Babb, Lainie Mazzullo, Brad Thomison, Katie Giles, Sally Fiscus, Lydia Santiago, Jeanne Patton,

In Attendance (USS Senators): Lisa Wood, Sandra Goldsmith, Sheryl McKelvey, Donna Hughes, Kimberly Gutierrez, Rosemary Hedrick, Linda Claypool, Connie Basquez

Guest: Katherine Holmgren (Foundation)

Call to Order

- I. Announcements or proposals – None
- II. Old and New Business
 - Farewell to outgoing UP President Camille Childers – Welcome to new UP President Julie Scott.
 - Jeanne Patton was voted back in as the UP Senate Secretary for 2019-2020.
 - USS Senators for 2019-2020 – All Senators continuing in 2019-2020, Officers Sheryl McKelvey, VP/President-Elect - Rosemary Hedrick, Secretary
 - Introduction of all Senators UP/USS
 - Senators starting a new term in 2019-2020: Denise Gimlin(Academic Affairs), Katie Givens (Diversity Community Engagement), Gabriel Fonseca(Student Affairs), Judi McBroom(Research Technology) Shawn Ehrstein(Research Technology Transfer,
 - At-Large Senators: Lisa Clancy and Tyler Gegen(Academic Affairs), Heather Perkins(Research Technology Transfer), Alison Babb(Student Affairs)
 - Thank you to all outgoing Senators for your service: Lydia Santiago, Jewsin Chankaramangalam, Rebecca Reiling, Brad Thomison and Sarah Shaffer
- III. Updates on current issues – Discussion in April as an Open Forum for combining the Senates. Senates will continue being separate but will meet jointly. USS numbers will continue to decline as new employees are hired in as UP employees.
 - USS and UP going forward will meet jointly. If we need to meet separately on different issues those meetings will be scheduled as needed.
 - Comp time vs. overtime - meeting with Judy Espinoza striving to come up with a compromise and appreciate the feedback we got back on this. HR needs to understand the value of comp time as well as overtime to our employees. Trying to come up with a solution for exempt employees. Comp time cap to be changed to 60 hours and employees will still be able to earn comp time up to 60 hours. For the updates regarding comp time, please refer to [Comp Time Index](#)

- Unified Employment Task Force recommendations we have had a meeting with Judy Espinoza asking us to consider evening out the benefit difference of UP/USS employees. How much time is given to employees for separation of “Not for Cause”. This is still being looked at, no decision has been made. Information is available on the UP Secure Senate site on recommendations on how to make it more equitable and have the annual letter go away and make the probation period for all employees 6 months with an option of an additional 3 months if needed for all employees. A compromise was not reached by the Task Force. Still pending very early in the process just a conversation at this point.
- Paid Parental Leave Policy draft distributed – PLV 6 weeks for employees in a current active 1.0 fte status and has been here for 1 continuous year for a new born/adoption. Paid Parental Leave and FMLA work together. For a current .5 fte employee in active status for a continuous year the PLV would be 3 weeks with FMLA also.
- 125th anniversary looking for representation for this committee.
- Strategic Planning – meetings throughout the year and will review all the data and create a plan and announce in the September meeting.
- Presidential Search is ongoing and closed/confidential search.
- Would like for all UP/USS Senates to look at the different committees for interest in serving on a committee.

IV. Committee Updates and Discussions – Summary of any committee meeting or updates since last Senate meeting.

- Awards
 - Kayla Jasso: Small time commitment one or two meetings together and attend the ceremonies.
- Communications
 - Julie Scott: Need a chair going forward – trying to have a template of information going out to our constituents. Keeping everyone informed as to what is going on within the Senates. Would like for this to be a joint UP/USS communications effort. Would like to partner with the service community to connect people to what can be plugged into for community service. All done by email no current meetings. Would like to create a new Archive committee.
- Elections
 - Krysti Carlson-Goering: Nominations for 2019-2020 UP Senate Elections – you can nominate yourself or someone else send to Krysti – Krysti will then reach out to that person for a short BIO, Qualtrics ballot will be sent out to vote. Nominations by July 8th and ballot to be sent out by July 19th announcements to be made at August meeting. This is a one-person committee, Kevin Crabtree has helped with the survey’s and the ballots. Need someone next year who will be serving a two-year term and then take it over. The electronic response is done by voting application and the Qualtrics survey is used for the VP/President Elect voting process.
- Library Appeals

- Rosemary Hedrick: Meet as they get appeals need new UP Senate for Library appeals, 2-4-hour commitment – appeals cover fines or damage to books by public, faculty, staff and students. Meets in person very easy committee. Denise Gimlin volunteers to be on committee. Thank you, Denise.
- RSC Board of Directors
 - Camille Childers: Sit in on meeting to see what is going on with RSC/Building
- Traffic
 - Rosemary Hedrick: very easy – appeals have gone down considerably all done by email only meet if the person requests an in-person meeting.
- Parking
 - Lisa Wood: Need a student advocate position filled, meets once or twice a year to go over charges. Mostly appeals are where students park in faculty/staff parking. All email meetings.
- Professional Development Committee
 - Camille Childers: Works with HR to assist, working on data base that staff can utilize to find professional benefits.
- UPS Council Meeting
 - Julie Scott: Past President, President or President elects meet in Topeka with all other KBOR Senate Presidents a representative speaks to KBOR about all concerns. This year the main concern was the survey that was sent out, trying to put forward a voice for all comments made on the survey in a way to keep it confidential.
- USS Updates – No updates
- AOC Meeting
 - Sally Fiscus: No AOC meeting in April or May. AOC stands for Academic Operations Council.
 - Aswini Kona Ravi: Organize service events, professional clothing, food bank, would like to go to a bigger commitment and would like ideas going forward.

V. Upcoming Meetings

- Every other meeting USS will host the meetings and they will be from 3:00 PM to 5:00 PM so that individuals that work 2nd shift can participate if so choose.

Meeting adjourned.