University Staff Senate

September 7, 2021 | 3:30pm-5:00pm | RSC Beggs Ballroom/Zoom

Present: Fonseca, Jasso, Gimlin, Linder, Gandu, Sessions, Abbey, B. Austin, Pack, Tuck, K. Austin, Houston, Henderson, Kouns, K. Nguyen, Walles, Buchanan-Spachek, Rue, Aubrey, Holthaus, Moore, Pierpoint, Wood, Q. Nguyen, Bosch

Absent: Rogers, Archambeau, Belden, Ravi, Shields, McClintock, Levine, Chankaramangalam

Guest (s): Boatwright, Reiling

1. **Call to Order + Wins, News, Shoutouts**
	1. Meeting was called to order at 3:45pm
2. **Shared Governance Activities**
	1. Re-Integration Meeting + COVID Operations Group
		1. There are a handful of students in hotels for quarantine and isolation because there is not enough separate space on campus. We (who WSU or a campus org?) are making sure they have support, meals, etc.
		2. Camille’s last day is Sept 10. A sendoff gathering is on Sept 9th 3:00 – 5:00 in the YMCA Lobby.
			1. Jessica Provines will be taking on more of the university relations, budgeting, etc (should this be extra?) tasks and focusing on university wide wellness. Heather Stafford will be Director of Health Services
		3. One vaccination incentive program wrapped up last week – 4500 students provided documentation of vaccination.
		4. Second vaccination incentive program will end on Oct 8 for $250 payment and drawing for $5000 scholarships.
		5. Strat Comm is doing a communication audit of all of our efforts to-date to recognize positive efforts and places for improvement in the future.
		6. Vaccination hero posters going up shortly.
		7. I Am Vaccinated pins and wrist bands are available for distribution – RSC info desk, Student Health.
		8. Vaccine incentive program provided on social media
		9. Views on the COVID page are up; MDL site is also getting more traffic.
		10. I Am Vaccinated video from SGA is provided on social media.
	2. Parking and Transportation Advisory Board
		1. No report at this time
	3. Shared Governance Visioning Team
		1. No report at this time
	4. President’s Inauguration Planning Committee
		1. No report at this time, meeting again on this week
	5. University Space Utilization Committee
		1. No report at this time
	6. Faculty/Staff Holiday Celebration Steering Committee
		1. No report at this time, meeting on Friday
3. **Presentation(s)**
	1. **Darron Boatwright:** Intercollegiate Athletic Association/Athletics to share with the Senate on ongoing projects, any exciting news, program updates, your vision for Athletics, NIL, etc.
		1. Darron provided up update regarding projects that are coming up in Athletics.
		2. They developed two partnerships: one for the NIL support and one for reporting issues
		3. Maintained a strong GPA
		4. 2 Conference championships: Softball and M. Basketball
		5. NCAA Appearances: M. Tennis, M. Basketball, Softball
		6. Working with Dr. Monk-Morgan for projects in the community
4. **Old Business**
	1. Pay Analysis Process Update
		1. It was reported that HR is pausing moving forward to look into structural things that need to be reviewed. It was reported that the conversations are going well and we will resume meetings again soon and will share information back as representatives get it.
	2. Volunteers for Employee Service Recognition Event
		1. Gabriel reminded Senators to send him names of Senators interested and able in volunteering for the event.
5. **New Business + Discussions**
	1. Onboarding of New Staff/HR Process
		1. Tabled until next meeting
	2. Annual Evaluation of Staff
		1. The Senate began discussions to gather feedback on Annual Evaluation of Staff. Gabriel wants to begin discussion with HR about how to improve this process.
			1. Process is impersonal, not personal and some are not face to face
			2. Not every supervisor completes one
			3. Not consistent across campus, some supervisors care and others do not
			4. No consequence if it’s not done
			5. It’s a chore to do it
			6. Timing does not make sense
			7. Not tied to Job descriptions, and should be
			8. What is the accountability for supervisors vs. employee?
			9. No teeth to the evaluation
			10. How can this connect to merit pay when it’s available?
		2. The Senate will continue discussing this and will share with HR recommendations. Gabriel is considering a committee to lead these conversations. More information coming soon on it.
6. **Campus/University Business Updates & Discussions**
	1. Academic Operations Council
		1. No report at this time
	2. Budget Advisory Committee
		1. No Meetings yet
	3. Human Resources
		1. No report at this time
	4. Legislative Update + KBOR Briefing
		1. No meetings yet
	5. Parking Appeals + Traffic Appeals
		1. Appeals are busy
	6. President’s Meeting + President’s Executive Team
		1. No report
	7. RSC Board of Directors
		1. No report
	8. UPS/USS President’s Council (KBOR)
		1. Survey is being finalized and UPS/USS Councils are going to be working on joint messaging to all schools to use.
		2. Communications and Website Committee will led efforts of communicating here on campus
7. **Adjourn/Upcoming Meetings and Events**
	1. Reminder: Diversity Week Programming with SGA, Sept. 13-17th
	2. Next meeting: 9/21/2021