University Staff Senate

March 19, 2024 | 3:30pm-5:00pm | RSC 142 – Harvest Room

1. Senators in Attendance: Krissy Archambeau, Amy Belden, Corby Redington, Kendra Nguyen, Wendy Brooking, Daniel Ludlow, Pamela O’Neil, Rhenee Swink, Matt Houston, Brandon Schneider, Anne-Marie Brown, Angela Linder, Vicki Forbes, William Fulls, Marissa Kouns, Courtney Lockhart, Lyndsay Pletcher, Emily Martin, Nathan Johnson, Kennedy Rogers, JaNeisha Wilson, Amy McClintock, Jacob Mendez, Denise Gimlin, and Naquela Pack.
2. Senators not in Attendance: Erin Shields, Jennifer Nicholson, and Carrie Wyatt.
3. **Call to Order**
   1. Approval of Minutes
      1. Amy McClintock – Motion to Approve
      2. Seconded – Anne Marie-Brown
      3. Approved by unanimous consent
   2. **Welcome our new Senators:** Brandon Schneider, Daniel Ludlow, and Corby Redington.
4. **New Business**
   1. [WSU Master Plan – Campus Engagement](https://news.wichita.edu/wsu-newsletter/wsu-today-monday-march-4-2024/#icymi-watch-the-march-1-master-plan-presentation-archive)
      1. I have spoken with Shelly Colman-Martin about the possibility of she or Emily Patterson joining a senate meeting. I am working on getting that scheduled for an upcoming meeting.
   2. University Town Hall Discussion
      1. **Note:** The upcoming University Town Hall is scheduled virtually for April 1st at 1:30 pm.
      2. **Comments from senate:**
         1. Very repetitive information between the various town halls
            1. Example: information shared in college specific town halls is similar information as the university wide town
         2. Town Halls were initially advertised as a way to ask questions to the administration but the opportunity to ask questions is limited because of the current structure. We would potentially like a campus wide presentation and then use the college specific town halls as a forum to ask questions.
         3. Staff may not be prepared to ask questions if they don’t know the content of the presentation prior to the meeting. We’d like to maybe see the slides beforehand to prepare questions.
         4. If you have any feedback, feel free to reach out to Kennedy Rogers at [Kennedy.Rogers@wichita.edu](mailto:Kennedy.Rogers@wichita.edu).
         5. Staff Senate asked about the potential to have in-person town halls or a hybrid mixture of town halls moving forward.
   3. Shocker START Website: <https://shockerstart.wichita.edu/>
5. **Old Business/Reminders**
   1. There is currently no update on the evaluation policy discussed at our last meeting. I will follow up with HR and Faculty Senate at our next HR meeting.
   2. Working on scheduling someone to come in and discuss the IXP topic as requested.
6. **Committee Updates - provided in advance.**
   1. **Senate Committees**
      1. **Awards and Recognition** 
         1. The Awards Committee met in late February to review and select 5 of the nominees for distinguished service awards. The 5 selected have been sent to President Muma for approval and selection of the Wayne Carlisle Distinguished Service Award. The committee is waiting on approval and selection before an announcement of the winners can be made. A notice will be sent to senate. Strategic Communications will take care of an announcement in WSU Today. Once winners are announced, emails will be sent to all nominees to thank them for their service.
         2. The President’s Distinguished Services Awards will be held at 9 a.m. Friday, May 3 in 141 Woolsey Hall (Fidelity Bank Room). Please take some time to attend to celebrate the award winners and their accomplishments.
      2. **Communication and Website**
         1. No Updates
      3. **Elections**
         1. Any updates will be provided during the meeting.
      4. **Policy Review**
         1. The committee has provided feedback for the following policies:
            1. 3.48: Coaching and Corrective Action

Feedback focuses on clarity on suitable options for behavior-related concerns

* + - * 1. 13.20: Out of Sate Travel

Feedback suggests including international language to another section for consistency and clarity throughout the policy.

* + - * 1. 11.23: Service Animals

Feedback included clearly differentiating between an “animal” and a “pet” on campus, what type and where they can be on campus (committee recommended matching another definition found in other policies, language currently reflected in state law, etc... for consistency), who determines if and when service animals can be allowed at athletic events, and also authority on who is allowed to have pets/animals on campus, accountability, etc. Additionally, with relation to the coaching and correctie action policy, there isn’t language referring to violations of this policy and is recommended to be included.

* + 1. **Professional Development and Service**
       1. Shocker Strive. Friday, March 22nd, registration is live and open to staff to register. We currently have 115 individuals signed up as of 3/12/2024.
    2. **Committee on Scholarships**
       1. Funding proposal was submitted to Senate president to elevate to leadership.
  1. **Campus/University Business Meeting Updates**
     1. **Academic Forum**
        1. The January meeting focused on:
           1. 1) **Student Success and Persistence (SSP) data:** Highlighted where the university is making progress in closing equity gaps between underserved and non-underserved students and where we still have work to do. Current data is promising and shows that the efforts made by faculty and staff is making a difference in the behavior and outcomes for our students!
           2. 2) **Strategic Enrollment Management (SEM) Plan for International and Graduate students:** Explained the decline in international student enrollment, particularly in the Graduate School, and highlighted actions the university plans to take to counter this trend, including changes to the admissions process, frequent communication with graduate coordinators and senior leadership, additional recruitment events/targeted outreach for prospective students, and more. An email providing these details was sent out to all faculty and staff following this meeting.
           3. 3) **New KBOR system-wide general education program**: Updated the group on the progress being made to ensure our general education program aligns with the new system-wide requirements. [Click here to read more about the seven bucket framework.](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kansasregents.org%2Facademic_affairs%2Fgeneral-education%2Fseven-bucket-framework&data=05%7C02%7CKennedy.Rogers%40wichita.edu%7C893bfc07c17d4bf79b5808dc3eb61bc6%7Ce05b6b3f19804b248637580771f44dee%7C1%7C0%7C638454199075969246%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=BUt14i2tPbcjzcqAPCfZWdn8Gx7sfqNI9VFwuJomsyY%3D&reserved=0) A Comprehensive list of all general education courses and which buckets they fall into can also be found on [the KBOR site](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kansasregents.org%2Facademic_affairs%2Fgeneral-education%2Fcollege-university-course-lists&data=05%7C02%7CKennedy.Rogers%40wichita.edu%7C893bfc07c17d4bf79b5808dc3eb61bc6%7Ce05b6b3f19804b248637580771f44dee%7C1%7C0%7C638454199075978743%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=gj5nE5PtUi0Wdw8GT7ziMDJsykW8Mup38BioiqSvKqY%3D&reserved=0).
        2. In February, Academic Forum only had two agenda items:
           1. **Building Bridges: Spanish Language, Culture, & Creating Welcoming Spaces in an Emerging Hispanic Serving Institution.** The Department of Modern and Classical Languages and Literatures are teaming with Hispanic Serving Institution (HSI) Leadership to provide experiences to gain a foundational understanding of Spanish language and culture. [Click here to learn more about Building Bridges workshops.](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnews.wichita.edu%2F2024%2F02%2F28%2Fjoin-the-college-of-applied-studies-for-building-bridges-series-of-workshops%2F&data=05%7C02%7CKennedy.Rogers%40wichita.edu%7C893bfc07c17d4bf79b5808dc3eb61bc6%7Ce05b6b3f19804b248637580771f44dee%7C1%7C0%7C638454199075986277%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=jK3WJ4NqioBIThK5qz8DBRd%2BuiWfj7ywxiS5hg9JWoA%3D&reserved=0)
           2. **Implicit Bias conversation with Crystal U.** **Davis:** During her visit to campus,[Crystal U. Davis](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.wichita.edu%2Facademics%2Ffine_arts%2Fspa%2Fin_the_spotlight%2Fcrystal_davis.php&data=05%7C02%7CKennedy.Rogers%40wichita.edu%7C893bfc07c17d4bf79b5808dc3eb61bc6%7Ce05b6b3f19804b248637580771f44dee%7C1%7C0%7C638454199075992829%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=GRY5yXnO9tD0qBjCSdQo32YjF4KV5HN5%2BGIhslvW3AI%3D&reserved=0)-- a dancer, movement analyst and critical race theorist whose current research explores implicit bias in dance through a critical theory lens—committed time to walk Academic Forum through exercises about how implicit bias manifests in our university setting, how to recognize what effects implicit bias have on the culture here at Wichita State.
     2. **Budget Advisory Committee**
        1. Hearings have continued. Next meeting is scheduled for Thursday 3/21.
     3. **Human Resources Meeting (Joint with Faculty Senate Reps)** 
        1. We have not met again since the last meeting due to spring break and conflicting schedules.
        2. There has not been an update on the recent evaluation policy discussed at the last meeting.
        3. Requested an update with the steering committee on the new HR platform for an update. Once received it will be shared out.
     4. **KBOR Briefing**
        1. Any updates will be provided during the meeting.
     5. [**Legislative Update**](https://www.wichita.edu/administration/government_relations/updates.php)
        1. Any updates will be provided during the meeting.
     6. **President One-on-One**
        1. No update as we have not met yet.
     7. **RSC Board of Directors**
        1. No current update.
        2. Senator Nathan Johnson has indicated interest and will begin attending these meetings on behalf of Senate.
     8. **Traffic and Parking Appeals**
        1. No updates.
     9. **UPS/USS President’s Council (KBOR)** 
        1. Any updates will be provided during the meeting.
     10. **VP of Finance & Administration One-on-One** 
         1. No updates at this time.
     11. **Provost One-on-One**
         1. First 1:1 was heavily focused on transitioning and recapping what was last discussed with Jason. Much of our conversation focused on providing recent feedback on inclement weather discussions and policy clarification. Dr. Lefever has indicated their goal is to update language and get this back in front of all senate bodies for feedback.
     12. **PET & Constituent Heads** 
         1. No updates at this time.

1. **As May Arise**
2. **Upcoming Meetings/Events**
   1. University Virtual Town Hall: Monday, April 1, 1:30pm-2:30pm, Stream yard
   2. April Senate Meeting: Tuesday, April 16, 3:30pm-5:00pm, RSC 142 Harvest Room | TEAMS Link: [Click here to join the meeting](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NDc5NzgzNjctNTk0MC00YjQ5LTgwYjMtODUzNGEzYzJkOTU2%40thread.v2/0?context=%7b%22Tid%22%3a%22e05b6b3f-1980-4b24-8637-580771f44dee%22%2c%22Oid%22%3a%22436634f0-7b3c-43f9-8f1b-2c03f0463d91%22%7d)
      1. Guests: Dr. Clay Stoldt and Kevin Saal: Athletic Policy and Culture Task Force Updates
   3. Check the [Events Calendar](https://www.wichita.edu/calendar/index.php?com=searchresult) for upcoming events on campus