University Staff Senate

April 16, 2024 | 3:30pm-5:00pm | RSC 142 – Harvest Room

**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, Jennifer Nicholson, Nathan Johnson, Kennedy Rogers, JaNeisha Wilson, Erin Shields, Nathan Johnson, Sara Rue, Amy McClintock, Stacy Salters, Jacob Mendez, Denise Gimlin, Naquela Pack, and Marissa Kouns.

**Senators not in attendance:** Marissa Kouns, Carrie Wyatt, and Courtney Lockhart**.**

**Guests:** Clay Stoldt, Kevin Saal, Lana Anthis, Vicki Whisenhant

1. **Call to Order**
   1. Approval of Minutes
      1. Motion to Approve: Amy Belden
      2. Second: Jessica Pierpoint
      3. Approved by Unanimous Consent
2. **Guest Presentations** 
   1. Dr. Clay Stoldt & Kevin Saal
      1. Topic: [Athletic Policy and Culture Task Force Updates](https://www.wichita.edu/services/staffsenate/_documents/AD_FAR_Update_2024Spring.pdf) ***(Presentation is included in link)***
         1. Academic success of Student Athletes
            1. Discussed strategic initiatives regarding grade point average. Athletics has maintained a 3.0 GPA for 19 academic years.
            2. Goal is maintain a 3.4 GPA for all student athletes. Fall 2023 overall GPA is 3.450.
            3. Graduation success rate is 90% per NCAA guidelines.
         2. APC 2021 Task Force had 41 recommendations and they have completed 37 of the recommendations completed as of 2023.
         3. New FY Seminar: The Shocker Way starting in Fall 2024.
      2. Student -Athlete Experience
         1. Quality Assurance/Continuous Improvement System, 100 other NCAA Division 1 schools are using the software.
            1. Real Response System

Anonymous system students can share concerns directly to Kevin Saal.

86% of student athletes in the 2022-2023 completed the survey.

* + - * 1. Athletics completed a Fall 2023 Benchmark Survey and positive results compared to the other 100 Division 1 institutions they were compared with.
        2. Still receiving feedback from Student-Athlete Advisory Committee.

**Vicki Whisenhant – Director of Human Resources**

1. **Topic:** [**Market-Based Compensation Goals & HR Updates**](https://www.wichita.edu/services/staffsenate/_documents/FY25_MBC_Goals.pdf) ***(Presentation is included in link)***
   1. Vicki Whisenhant attended senate and shared updates from Market Based compensation and shared some of their goals for the FY 2025.
      1. We are currently lagging the market around approx. 15% compared to the market.
      2. We are looking for accountability for staff evaluations to ensure supervisors are being held accountability, want to get to a place where it is more meaningful and intentional.
2. **Old Business**
   1. University Town Hall Discussion
      1. Focus on College Town Halls and finding ways to develop them more.
      2. Discretion is currently on the Dean whether to be in-person for town hall.
      3. Will there be a town hall for areas of WSU that don’t follow into a academic college or academic unit? Kennedy will follow-up with leadership.
      4. Staff Senate may consider sending calendar invites to their designated constitutes.
   2. Shocker START Website Update
3. **Discussion and New Business**
   1. Provost Search Committee
      1. Krissy and Kennedy will be serving as delegates.
   2. VPFA Search Committee
      1. Jacob will be serving as delegate on this committee.

**4.13 Chair Policy**

* Staff Senate is working on creating recommendations for the policy and will submit those to faculty senate for consideration.

1. **Senate Committee Updates**
   1. Awards and Recognition
      1. Distinguished Service Awards Approved
         * 1. **Gabriel Fonseca (SEAL)**
           2. **Jessica Pierpoint (Library)**
           3. **Ken Wiseman (GoCreate)**
           4. **James Porter (Ulrich)**
           5. **Wayne Carlyle Award – David Wright**
   2. Communications and Website
      1. Communication & website committee needs to update the website from the Conference & would appreciate feedback for that. We give a lot of thanks to Jeremy Webster who helped format the nomination page this year. We'll be working on future updates to the new senators.
   3. Elections
   * New senators (term starts July 1, 2024)
     + Exempt: Monica Bergkamp, Zachary Brown, Trang Tieu, Aaron Coffey, Gabriel Fonseca, Christopher Leonard
     + Non-exempt: Anne Marie Brown, Kimberly Gutierrez, Angela Linder, Daniel Ludlow, Sara Rue, Stacy Salters
   * Historical voting data:
     + Saw an almost 2.5% growth in voting turnout for exempt voters. Also slight increase in non-exempt. Mostly continual growth/increase in percentages in both groups since 2021 (only once didn't increase for non-exempt)
   * Next steps:
     + New senators will be contacted to invite them to the May and June meetings
     + At-large seats will be reviewed and nominations for those seats will be presented to Senate at May meeting and Senators will vote to approve
     + Will soon look at Executive officer nominations and voting (June/July)
   1. Policy Review
   2. Professional Development and Service
      1. Thank you!
      2. Strive
      3. No Staff Social for remainder of semester
      4. Shirts
      5. Insert Feedback Highlights from Lyndsay
   3. Scholarships
      1. No Report
2. **Campus/University Business Updates & Discussions**
   1. Academic Forum
   2. Budget Advisory Committee
   3. Human Resources (Joint with Faculty Senate)
   4. Legislative Update + KBOR Briefing
   5. Parking Appeals + Traffic Appeals
      1. No Report
   6. President’s Meetings
      1. Discussions with President, Provost and VPFA regarding Scholarship Committee Proposal.
      2. VPFA committed to funding next year’s Shocker Strive conference.
   7. RSC Board of Directors
      1. No Report
   8. UPS/USS Presidents Council (KBOR)
      1. No Report
3. **Adjourn/Upcoming Meetings and Events/Shoutouts**
   1. May Senate Meeting: Tuesday, May 21, 2024 | 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)
   2. Check the [Events Calendar](https://www.wichita.edu/calendar/index.php?com=searchresult) for upcoming events on campus