University Staff Senate

April 15, 2025 | 3:30pm-5:00pm | RSC 142 – Harvest Room

Senators in attendance:

Archambeau, Krissy

Bergkamp, Monica

Brown, Anne Marie

Brown, Zachary

Coffey, Aaron

Duffy, Kevin

Fonseca, Gabriel

Houston, Matthew

Johnson, Nathaniel

Kouns, Marissa

Leonard, Chris

Linder, Angela

Ludlow, Daniel

McCoy, Susan

Nguyen, Kendra

Pletcher, Lyndsay

Redington, Corby

Rogers, Kennedy

Smetak, Kelley

Swink, Rhenee

Senators in remote attendance:

Martin, Emily

Gutierrez, Kimberly

McClintok, Amy

Gimlin, Denise

Rees, Margaret

Senators not in attendance:

Brooking, Wendy

Bui, Trang

Mendez, Jacob

Salters, Stacy

Lockhart, Courtney

Pack, Naquela

Pierpoint, Jessica

Guests:

Julisa Khan Estella Armenta Christina Covey Sara McIntyre Will Fulls Joyce Blauer Ryan Herbel Tiffanie Henderson Sadi Roberts

1. **Call to Order**
   1. [Approval of Minutes](https://wichitastate.co1.qualtrics.com/jfe/form/SV_5yScuZfUW6JL794) – Electronic
2. **Guest Presenter**
   1. Market-Based Compensation Updates – Vicki Whisenhant and Triniece Robertson To access a copy of the presentation slides, click [here](https://www.wichita.edu/services/staffsenate/_documents/FY26MBCGoals.pdf).
      1. Investing in increases this year
      2. Each year, new goals are set to work towards bridging the compensation gap for the University
      3. Definitions provided in the slides
      4. Roles and Responsibilities outlined
      5. Prior year outcomes: about 16% lagging the market, which means we are looking at a $24M pay gap to reach our goal. Leadership is still focusing on making this a priority and looking to make movements in the coming years.
      6. Pay variables and analysis process
      7. Market Data Survey
         1. Reviewing market data if there are positions specific within the area that might need to be reviewed based on different compensation studies (Engineering has submitted and HR is reviewing to ensure data soundness).
      8. FY26 Eligibility
         1. Anyone hired/promoted/salary changed after March 29th, that salary will hold for the entire next year, only changes before that (to base salary) will be a part of the consideration.
         2. Q: What about add comps?
            1. No, since they do not affect base salary, they won’t have any effect on the salary review.
      9. Project Bridge
         1. Purpose of the committee was to look at the gap, and provide recommendations on how to support that gap. The cross functional team included senate leadership; the findings were presented to our leadership team (both short term and long term). Leadership is reviewing these recommendations and making decisions on how to make decisions. This project helped to spark a continued objective to focus on decision making and cultural shift.
      10. Compensation Goals
          1. FY26 – Move staff to the minimum of their pay range
          2. Prioritize departments toward pay analysis results for their respective rank and discipline
          3. Move staff pay within prioritized jobs towards their respective quartiles (about 65 jobs) – this helps to manage compression concerns within jobs that are also facing additional concerns (harder to hire or retain, etc.)
          4. These are not guarantees, but they are priority goals.
      11. Minimum of the new pay range is what the first priority is, which changes each year for some positions as they may move in the market. New minimums are likely to have happened based on the review that HR has gone through
      12. Allocation supporting the compensation is from the state allocation and also from additional reallocations within the University.
      13. Private Industry and Higher Education are all reviewed for market data – depending on the position. Scopes are added (including based on our revenues and expenses, etc.) to make sure that each market is compared to the most realistic market that we would recruit for that position.
      14. Cycle
          1. Allocation planning currently, budget has been set.
          2. Stakeholder Updates have been happening by HR Team throughout the University
          3. Communication will likely start happening in the next few weeks
      15. Focus on evaluation system
          1. They have been reviewing budget availability to start making decisions, including upgrades/tweaks to the current learning platform (attaching LinkedIn Learning to talent management system).
          2. Having strategy and visioning conversations before starting to build anything, but the process is starting, and details are starting to be reviewed.
             1. Timelines for evaluations will be a part of the changes reviewed.
             2. Tying a merit component will likely be a part of this conversation, in order to potentially use the evaluation to tie into merit changes to compensation for the future.
          3. Areas that are self-supported that have been allowed to move at their own pace regarding compensation changes are likely to continue with that same process.
3. **Discussion and New Business**
   1. KBOR Staff Award Proposal – Gabriel Fonseca
      1. Previously awarded to Faculty members only, they now plan to include Staff members in this award.
      2. The President will make a recommendation each year for the person to win, the Award committee has decided to promote the Wayne Carlisle Award winner as the nominee each year for the President to approve and send to KBOR.
      3. KBOR Regents also want additional information supporting the nominee, so that will all be provided at the May meeting
         1. What if the nominee is terminated between our meeting and submission? Likely will simply send a new nomination of the next highest scoring person as the nominee if possible.
         2. It might still be acceptable to award the nominee depending on the reason for termination.
      4. Marketing will include the potential for this award at the KBOR level for whoever is selected for the Wayne Carlisle award.
      5. KBOR does not have specific language regarding the requirements of the nominee.
      6. Recognition will be a plaque, potentially recognized at a KBOR meeting, and there will likely be more information as we complete our first process. We believe that Faculty Senate has a similar process, they will continue to oversee the nomination process for Faculty.
      7. Motion from Nathan Johnson and seconded from Gabriel Fonseca – passed by majority
4. **Old Business**
   1. No updates.
5. **Senate Committee Updates**
   1. Awards and Recognition
      1. Staff Senate award for KBOR request discussed above
      2. Formalizing transition documentation
   2. Communications and Website
      1. Logo and branding kit – still working to get these finalized, hopeful to have result over the summer and ready to use for the next session.
   3. Elections
      1. 3 at-large seats will be voted on for the next meeting, then the next meeting (June) will be executive board voting
         1. 7 Exempt
            1. Lyndsay Pletcher
            2. Krissy Archambeau
            3. Kendra Nguyen
            4. Sara Mata
            5. Kelley Smetak
            6. Nathan Johnson
            7. Whitney Crager
         2. 5 Non-Exempt
            1. Angela Blackerby
            2. Jennifer Eastham
            3. John Keckeisen
            4. Jessica Pierpoint
            5. Marco Villela
   4. Policy Review
      1. No updates
   5. Professional Development and Service
      1. Tuesday June 3rd 9am-10am sculpture tour for senate, will be sharing information and sign-up soon
      2. Thursday the 24th 12-1, lunch and learn in 301 Gridley, lunch and learn with HR, information on professional development opportunities and organization of the HR office (To RSVP, click [here](https://wichitastate.co1.qualtrics.com/jfe/form/SV_0uM06IBSiJrMexM)).
      3. Developing a hub was a priority for this committee; we have found that there is already a ‘hub’ available through HR and will now add a focus on promoting these resources, including any additional professional development resources or needs and making sure to get information added to this webpage.
      4. Professional Development webpage available here: <https://www.wichita.edu/services/humanresources/Organizational_Development/Professional_Development/index.php>
   6. Scholarships
      1. 3 recipients have been notified, pictures have been sent to communications and will be sharing the winners through WSU Today and will be listed on the webpage.
   7. Shocker Strive
      1. Went well, gathering feedback. The afternoon session was significantly less well attended so hopefully the feedback will help tell us why. Next year is March 27th back in the RSC so mark your calendars. Already focusing on better pre-marketing and advertising session information earlier.
6. **Campus/University Business Updates & Discussions**
   1. Academic Forum
      1. No updates
   2. Budget Advisory Committee
      1. Compensation discussions still happening, as Vicki shared earlier
      2. No across-the-board cut for state entities any longer
      3. Reviewing what the changes will mean for this campus right now, we should have a clearer picture by the next meeting
      4. Budget System will open on April 21st
      5. Exploring ways to adjust for the budget (likely between 3.5-4.8% range cuts in conversation)
      6. Next steps include having conversations
   3. Campus Climate
      1. Reminder – summit meeting is on Friday the 18th
      2. They presented in the STRIVE conference, the document presented will be added to the Senate Teams in order to communicate this. Strength has been professional development that we have been striving towards, so great news! Weaknesses – including budget concerns, parking, etc. and opportunity including parking, other items that we are aware of.
      3. Staff Senate presence and advocation led to a win in the session – acknowledged as a big support system.
      4. Threats include enrollment cliff, potential disengagement, etc.
      5. Hanover and Docking survey are going on right now to hopefully continue making larger impacts.
         1. Feedback on survey – felt like they were very similar, and that Hanover survey was much stronger than the Docking survey including verbiage and questioning, etc. Doesn’t feel like the data results will be very valid or useful.
         2. Additional comments about the survey – including the tuition use question, not an answer available for staff to accurately answer about their own use.
         3. Docking is based on the 7 regents institutions coming to a compromise with questions in order to make them all fit.
         4. Comment boxes were requested in every question, but the survey creators did not select this option. The cost is structured based on the questions and the potential answers.
         5. Docking survey reflects the issues that have been elevated across the Regents. These issues/concerns have been shared across the KBOR system, and the idea is to try to review these specific concerns that all institutions might be having. Docking also only goes to staff for completion.
         6. KU decided not to participate in the previous cycle, so there is a precedent if we were to decide not to participate in the next cycle.
         7. Still open if anyone wants to take the survey, including this type of feedback in the survey comment boxes as well.
   4. Human Resources (Joint with Faculty Senate)
      1. A lot of the information that Vicki shared was the same topics of discussion.
      2. Working on initiatives based on feedback, piloting ‘culture checks’ and ‘stay interviews’ in some areas.
      3. Culture Checks requested by departments, asking about conversations around team dynamics. Departments have already been finding value in these.
      4. Stay Interviews – they are evolving the process and starting to pilot the process to implement but are still focusing on creation of these.
      5. Working on a Supervisor/Leadership pathway learning process, including in person and remote options. An intentional goal to better equip leaders in supporting their employees.
   5. Legislative Update + KBOR Briefing
      1. Campus wide effort to make sure we are in compliance with Executive Orders
      2. Budget updates – need based aid does remain in place.
      3. Not as bad as we expected, still having conversations and making decisions based on the outcomes.
   6. Parking Appeals + Traffic Appeals
      1. No update.
   7. President’s Meetings
      1. No additional updates beyond what has already been shared.
   8. RSC Board of Directors
      1. RSC is getting a new roof!
      2. Chartwells came in and provided a presentation including their focus on students, and their focus on inclusiveness in food provided. They did also take over Athletics food options.
         1. Concern that the pricing stays affordable for Athletics options.
         2. Notes that their leadership is focused on affordability for customers and especially for students.
   9. UPS/USS Presidents Council (KBOR)
      1. In a space where sessions are starting to transition to next year’s leadership, so no big updates.
   10. Admins coming together luncheon was this afternoon and growing from 12 to 20! Admin is someone that the Department goes to for support – open to anyone providing support for their office staff.
7. **Adjourn/Upcoming Meetings and Events/Shoutouts**
   1. May Senate Meeting: Tuesday, May 20, 2025 | 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