

FHSU STAFF SENATE

Meeting Minutes

October 10, 2023

Forsyth Library Room #217 and ZOOM - 1:30 pm

- 1) President Nicole Frank called the meeting to order at 1:32 pm.
- 2) Roll call of Members
 - Per the attached Roll Call Register
- 3) Approval of August and September minutes:
 - A motion was made by Susan Relaford and seconded by Kerri Schiffelbein to approve the August 8th meeting minutes. The motion was carried.
 - A motion was made by Misty Koonse and seconded by Raeleann Weigel to approve the September 12th meeting minutes. The motion was carried.
- 4) Guests: There were over 50 guests in attendance. Guest attendance can be seen on the Roll Call Register. Guests were largely there to ask VP of Administration and Finance Wesley Wintch questions about the new Power Plant wage increase.
 - A one question/one answer protocol was enforced, to allow time for all who wanted to ask questions to do so.
 - Attendees asked questions on wages, work study and pay jump for the Power Plant workers.
 - VP Wesley Wintch shared the frustrations that led to the Power Plant wage increase – Power Plant has big boilers, and keeps campus heated all winter long. The Power Plant has to be staffed 24/7 during the winter, requiring 5 boiler operators. Last Spring two boiler operators left, the job was posted and after two months no one had applied. The wage was raised and the reach for the position posting was increased, to no avail. The most recent increase was a market correction for the whole department. Senators and guests responded to VP Wintch’s explanation:
 - i) Other employees do not feel they are not making what they should be.
 - ii) Other areas on campus that haven’t received applications for open positions, but no effort has been made to raise the wage for those positions.
 - iii) Staff are feeling not important right now and feel like they just get tossed to the side.
 - iv) Staff are constantly asked to “team play” when times are lean, and we are losing a lot of young people.
- 5) Treasurers Report
 - Foundation report \$2,653.94 (as of 9-12-23)
 - OOE report \$1351.00 (as of 9-28-23)

6) Social Report – no card were sent out

7) Orientation Report from 9-3-23 to 9-16-23

- No longer with FHSU: Ethan Gross, Meredith Malatin
- New to FHSU: Ibrahima Fatin Yaro, John Enger, Cathrine Wasinger, Alissa Rehmert
- Job changes: Leanna Huddle, Kelli Arnold
- Retirements: none

8) Cabinet Update:

- Cabinet met September 27th.

Detailed agendas and Summary Notes are available through the following links which can also be found in emails from Tara Garcia in the President’s Office:

PC users <\\ad.fhsu.edu\fhdata\UniversityDocs\Cabinet>

Mac users <smb://ad.fhsu.edu/fhdata/UniversityDocs/Cabinet>

- Cabinet highlights:
 - Workflex was approved. Staff Senate contributions here include 1) asking that “without notice” be replaced with “with notice” in the policy language and “ongoing” be added to descriptions of Alternate Work Schedule and Compressed Work Schedule, for consistency and clarity, and that 2) “Does not require a Remote Work Suitability Form” be added to the description of Temporary/Emergency Remote Work Arrangement, for clarity.
 - Dennis King reported enrollment numbers: Headcount down 108 total: -41 on-campus, -72 online, +5 international partnerships, -1.5% SCH overall.
 - The catering/food service RFP should open by the end of October.
 - The legislature cut the budget request from \$570m to \$301m. From KBOR, the budget requests go to the governor, then on to the legislature, so things could change considerably over the course of this process. Nothing is official until April or May 2024. Be mindful of how a reduction in property taxes (being discussed by legislature) affects FHSU Educational Building Fund monies. FHSU gets \$1m in these monies, which must be used on repairs of buildings.

9) Other Reports

- Staff Senate Committees (chair in bold)
 - i) Goals Committee (**Les Mackey**, Hannah Hearld, Tyler Marcotte, Brett Gerber, Marnie Kohl, Misty Koonse) – talked about what they would like to see after the first Staff member awards.
 - ii) Recognition Committee (**Hannah Hearld**, Susan Relaford, Tyler Marcotte, Tobi Neuberger, Falynn Rogers, Amy Richecky) – Meeting October 13th, to select recipient for the November Staff Member of the Month Award.

- iii) Events/Promotion Committee (*Misty Koonse, Staci Kinderknecht, Marnie Kohl, Ali Colwell*) – The first Staff Social was held on September 21st and hosted by OSSP/ the Grad School and it went well. The next one will be held December 19th from 1:30 to 3pm in the Union. The committee is looking for volunteers to help judge the holiday door decorating contest.
 - iv) Scholarship Committee (*Diana Staab, Tobi Neuberger, Raeleann Weigel, Kerri Schiffelbein, Tyler Marcotte*) - Will not meet until after the fall semester.
- KBOR Groups/Committees
 - i) UPS Council/USSC Joint Meeting (*Nicole Frank, Les Mackey, Marnie Kohl*) – This group met on October 3rd. Representatives discussed their respective conversations with their administrations about holiday shutdown plans. Layoff “bumping” policies which allow for someone who is terminated from one position to instead be demoted or moved laterally to another position, effectively bumping a lower-seniority employee from their position, and staff professional development days, such as KU’s Staff Leadership Summit.
- University Committees
 - i) Library (*Lacey Wegner*) – Have not met
 - ii) Staff Development (*Bob Duffy, Kerri Schiffelbein*) – The committee reviewed three years’ worth of staff development fund transactions, to consider whether the cap allowed each staff member could be sustainably increased. Staff are limited to \$500/year, whereas adjunct faculty are eligible for \$800 if attending/participating and up to \$1000 if presenting. Full-time faculty are eligible for \$1500/\$1700, with an additional \$500 provided for international professional development. The committee decided to bump up to \$800 or \$1000 if presenting. We are not sure when this will go into effect.
- Shared Governance
 - i) Faculty Senate (*Nicole Frank, Brett Gerber*) – Jill spoke about Program Review; programs failing to meet requirements will be addressed.
 - ii) SGA (*Les Mackey*) – Waiting on female products for restrooms and looking for long term solution for funding.
 - iii) AAUP (*Nicole Frank*) – AAUP discussed MOA updates.
 - iv) University Support Staff Disciplinary Action Appeals (*Jennifer Whitmer, Misty Koonse, Tyler Marcotte, Marnie Kohl*) - meet on October 11th, for training.

10) Old Business

11) New Business

- Staff Member of the Month: Jodie Wear-Leiker – The Recognition Committee presented a certificate and check to Jodie. Pictures will be posted on the Staff Senate website.

12) Miscellaneous

- Updates
 - i) Announcement of dates for holiday shutdown
 - ii) President Mason's recognition of National Custodian Day on October 2 – President Mason offered words of appreciation and treats. She held receptions at two different times, to catch both AM and PM custodians.
- Reminders:
 - i) November 1: Staff Development Applications – You are encouraged to submit. Remember, you don't have to attend a conference; you can use funds for an online webinar, etc.
 - ii) Staff PD Day Idea: Nicole encouraged all senators to take a look at the KU Staff Leadership Summit site and be prepared to share at our November meeting their thoughts about holding a day like this at FHSU: <https://humanresources.ku.edu/2023-summit-program>.
 - iii) HLC Site visit: Open forums for all faculty and staff (please attend one!)
 - (1) Monday, Oct. 30, 3:45 - 4:30 p.m. in Albertson Hall (AH 169)
 - (2) Tuesday, Oct. 31, 9:30 - 10:30 a.m. in Stouffer Lounge (UN 222)
 - (3) FHSU Accreditation site: <https://www.fhsu.edu/academic/provost/accreditation/>
- Open discussion of concerns, issues, communication gaps, etc.
- Senator Appreciation: Thank you, Bob Duffy.
- Next Meeting: Tuesday, November 14, 2023, at 1:30pm, Stouffer Lounge and Zoom.

13) Adjournment: A motion was made by Susan Relaford and seconded by Lisa Morgan to adjourn the meeting at 2:29 pm. The motion was carried.

Respectfully submitted,

Diana Staab

Diana Staab
University Staff Senate Secretary

10-Oct-23

Officers

				Present?	Voting
President	Nicole Frank		UPS	Yes	Yes
President-Elect	Les Mackey		UPS	Yes	Yes
Secretary & Senator	Diana Staab		UPS	Yes	Yes
Past President	Bob Duffy		UPS	Yes	No

Provost/Vice President of Academic Affairs

		Term Ends		Present?	Voting
Senator	Amy Richecky	2024	UPS	Yes	Yes
Senator	Staci Kinderknecht	2024	UPS	Yes	Yes
Senator & Secretary	Diana Staab	2024	UPS	Listed Above	
Senator	Misty Koonse	2024	UPS	Yes	Yes
Senator	Falynn Rogers	2025	UPS	Yes	Yes
1st Alternate	Les Mackey		UPS	Listed Above	
2nd Alternate	Lacey Wegner		UPS	Yes	Yes
3rd Alternate					
4th Alternate					
5th Alternate					

Vice President of Student Affairs/President's Office

		Term Ends		Present?	Voting
Senator	Hannah Hearld	2024	UPS	Yes	Yes
Senator	Ali Colwell	2024	UPS	Yes	No
Senator	Tobi Neuburger	2024	UPS	Yes	Yes
Senator	Marnie Kohl	2025	USS	Yes	Yes
Senator	Brett Gerber	2025	UPS	Yes	Yes
1st Alternate					
2nd Alternate					
3rd Alternate					
4th Alternate					
5th Alternate					

Vice President of Administration & Finance

		Term Ends		Present?	Voting
Senator	Lisa Morgan	2024	USS	Yes	Yes
Senator	Susan Relaford	2024	UPS	Yes	Yes
Senator	Kerri Schiffelbein	2025	UPS	Yes	Yes
Senator	Raeleann Weigel	2025	UPS	Yes	Yes
Senator	Tyler Marcotte	2025	UPS	Yes	Yes
1st Alternate					
2nd Alternate					
3rd Alternate					
4th Alternate					
5th Alternate					

Senators Present

Alternates for Senators Present

Total Present

Need for Quorum	9	Quorum was	Met
-----------------	---	------------	-----

Guests

Donna Augustine
Mark Grieve
Keri Relaford

Zoom

Blake Weigel
Cindy Weigel
Johnae Robles

Edn
Lawrence Clark
Becky Kuhn
Jordan Flegler
Trevor Deets
Doug Haberman
Gary Murphy
Heather Kuhn
Dalton James Gilbert
Travis Dreher
Neal Dreher
Jacob Dietrich
Andrew Leiker
Riley Adams
Darin Staab
Steve Fisher
Joshua Deatherage
Derek Risher
Mark Flax
Wesley Wintch
Carol Drees
Jennifer Whitmer
Anne Basgall
Elodie Jones

Jordan Calvery
Roy Soukup
Kristen Pfeifer
Shawn Hammerschmidt
Shelley Bryant
Jerry Dreiling
Brenda Hampton
Jan Schmidtberger
Terry Pfeifer
Troy Steiner
Peony Weber
Fatin Yaro
Shannon Lindsey
Trenton Hansen
Amber Kincaid
Roy Ibarra
Kara Vandergiesen
Carrie Lane
Patricia Duffey
Sarah Taggart
Anna Towns
Carol Solko-Oliff
Keith Dreher
Amg Gregg
JoAnn Tomecek
Tawnya Rohr
Brett Meyer