

FHSU STAFF SENATE

Meeting Minutes

March 14, 2023

Memorial Union Stouffer Lounge and Zoom - 1:30 pm

- I. President Bob Duffy called the meeting to order at 1:32 pm.
 - a. Thank You cards for sponsors who provided prizes for the Scavenger Hunt were passed around for signatures
- II. Guests:
 - a. Shannon Lindsey – HR Director – not in attendance
- III. Roll Call of Members:
 - a. Per the attached Roll Call Register
- IV. Approval of Minutes:

A motion was made by Lisa Lang and seconded by Susan Relaford to approve the meeting minutes from February 14, 2023. The motion was carried.
- V. Treasurers Report:
 - a. \$1,864.94 in the Foundation account for scholarships as of February 1, 2023
 - b. \$1,221.10 in the OOE Budget account as of February 1, 2023
- VI. Social Report:
 - a. Tyler Marcotte sent out 8 cards
- VII. Orientation Report: 2/5/2023 to 2/18/2023
 - a. No longer with FHSU:
 - b. New to FHSU: River Moreno
 - c. Promotions and job changes: Rachel Unruh (transfer)
- VIII. Cabinet Update:
 - a. Approved Student Grievances and Complaints Policy
 - i. Joey Linn is catch all for complaints
 - b. Asking Legislature to buy out student fee part of FWCSS funding plan (\$6 million)
 - c. Giving Day (Foundation Event) April 18th
 - d. Gen Ed requirements have been updated
 - e. ...and more

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

- IX. Reports
 - a. Staff Senate Committees
 - i. Goals Committee- President-Elect Nicole Frank
 - a) Presented on work of committee for evaluating, categorizing, and prioritizing survey results

- b) Organized concerns into 3 categories: Appreciation & Morale, Compensation & Workload, and Remote/Flexible Work
 - i. Agreed to send data related to Remote/Flexible Work to WorkFlex committee and focus on the other 2
- c) Wrote 15 recommendations based on those 2 categories
- d) Hosted 3 feedback sessions for FHSU community to rate impact of the recommendations
- e) Committee assigned ratings of perceived effort of recommendations
- f) Determined 1st steps for action
- g) Slides/information will be shared with Tisa and upper administration
- h) A large percentage of staff enjoy the things they do at work
- i) Compensation is the biggest concern
 - i. 33.9% (UPS) and 51.5% (USS) have a 2nd job
 - ii. Another 47% (UPS) and 46.8% (USS) are considering taking a 2nd job
- j) Morale is worsening compared to 2 years ago
- k) Staff want to be involved in decisions that affect their work
- l) Reasons for staying at FHSU include health insurance, work stability, work enjoyment, maximizing retirement, and tuition assistance
 - i. Committee would like to see more tuition assistance from other institutions (NCKTech, NWTech, etc.)
- m) Next action steps
 - i. Staff member of the month awards
 - a. President Duffy and President-Elect Frank will meet with President Mason and Jason Williby for permission/guidance on funding
 - ii. Recommendations to senior leadership
- ii. Events/Promotion Committee – Susan Relaford
 - a) St. Patrick’s Day Scavenger Hunt was the last event of the year
 - i. It went really well
 - ii. Darren Stieben was the winner. He sent emails expressing his gratitude as did several other staff members.
- b. KBOR Groups/Committee –
 - i. UPS Council and USSC- President Bob Duffy
 - a) FHSU Staff Senate executive members do not receive compensation like KU and K-State
 - b) Our senate budget is low compared to other schools
 - i. President Mason has asked Wesley Wintch to reach out to other schools to inquire about their budgets
 - c) Emporia State seems to be doing ok and are upbeat regarding their recent changes
 - i. They receive \$10,000 through their foundation for Staff Senate
 - d) K-State is struggling all around (communication, staffing, etc.)
- c. University Committees
 - i. Library- no report
 - ii. Staff Development – no report
- d. Shared Governance
 - i. Faculty Senate – President Bob Duffy and Secretary Misty Koonse
 - a) Donnette Noble and Brittney Squire presented on Civic Engagement efforts in relation to goal 5 of the FHSU Strategic Plan
 - i. Most of it is faculty and student driven
 - ii. Part of renewing our Carnegie Elective Classification

- iii. They awarded 10 Experiential Learning Innovation Grants in the fall
- iv. Hosting a Community Engaged Teaching, Research, and Service conference on campus October 5-6, 2023
 - a. A topic specific call for proposals will come out closer to event
 - b. If you're aware of any community or global engagement projects you can report them at www.fhsu.edu/cle
- b) CAHSS meetings are happening regarding leadership, structure, etc.
 - i. Changes should take effect July 1, 2023
- c) Affiliation Bill with NCKTech and NWTech passed the House
- d) SGA is finishing up allocations and funding processes
- e) Shared Governance
 - i. Still working on what model looks like with AAUP and President Mason
 - ii. President Rob Byer shared document regarding shared governance with AAUP/Faculty Senate
 - iii. President's Round Table is still happening, but the shared governance work process with AAUP/Faculty Senate is being formalized
- f) President Mason is working with a group to obtain federal funding for regents universities
 - ii. SGA – no report
 - iii. AAUP – no report

X. Old Business

- a. ADP Polling Place update
 - i. President Mason is writing a letter of support
 - ii. Presented to Faculty Senate.
 - a) They had just met with the County Clerk
 - b) County Clerk is looking at shutting down the current location at 601 Main Street because of underperforming and combining it with another location
 - c) ADP is shifting the on campus location to Gross Memorial instead of the Union to accommodate this increase in traffic
 - i. County Clerk seemed very receptive to this, but she didn't think there would be enough space in the Union
 - ii. This would also make changes to the precincts and home addresses based on the location and it would open it up to more FHSU people who could utilize it.
 - iii. They are meeting with President Mason and Curtis Hammeke later this month to discuss logistics.
 - iv. Faculty Senate will vote on providing a letter of support at their next meeting

XI. New business

- a. Elections: Senators in April Meeting – have to be at the meeting in-person (6 seats open)
 - i. Have to be a Senator before Executive Officer
 - ii. Executive Officer Election in May meeting

- iii. Recruit, Recruit, Recruit – It’s been good having a full senate, let’s keep it that way
 - a) We have a President who listens to us and invites us to participate
- iv. Lisa Lang announced that she is resigning from Staff Senate as of tomorrow. She will still attend meetings, but she will not be a Senator – 1 year term will need to be filled
- v. Email Secretary Misty Koonse if you are interested in running so ballots can be prepared for the election
- vi. Opened the floor for Senator nominations:
 - a) Susan Relaford nominated Mark Grieve – accepted
 - b) Secretary Misty Koonse nominated Les Mackey – accepted
 - c) President Bob Duffy nominated Past President Jennifer Whitmer – undecided
 - d) Lisa Lang nominated Falynn Rogers for re-election – accepted
 - e) Lacey Wegner self-nominated
 - f) Lisa Morgan nominated Tyler Marcotte – accepted
 - g) Nominations can happen any time between now and the election
 - i. You can nominate/self-nominate at the April meeting
 - ii. Nominations can be sent to Staff Senate email or Executives

XII. Miscellaneous:

- a. Open discussion of concerns, issues, communication gaps, etc.
 - i. Past President Jennifer Whitmer expressed disappointment in not having an update from the WorkFlex committee.
 - a) We haven’t had an update in 3 months.
 - b) Some people attended the meeting just to hear an update from Shannon Lindsey
 - c) President Duffy will request an update
 - ii. Question on status of CBIZ salary evaluation
 - a) President Duffy will request an update
 - iii. Question on update regarding 5% salary increase
 - a) President Duffy believes it’s still in the budget, but we’re still early in the budget process
 - b) Budget committee meeting next week
- b. Staff Appreciation

XIII. Next Meeting: Tuesday, April 11, 2023, at 1:30 pm, in Forsyth Library Room 217 and Zoom

XIV. Adjournment: A motion was made by Susan Relaford and seconded by Lisa Lang to adjourn the meeting at 2:27 PM. The motion was carried.

Respectfully Submitted,



Misty Koonse
University Staff Senate Secretary

Officers

				Present?	Voting	
President	Bob Duffy		UPS	yes	Yes	
President-Elect	Nicole Frank		UPS	yes	No	Zoom
Secretary & Senator	Misty Koonse		UPS	Yes	Yes	
Past President	Jennifer Whitmer		UPS	yes	No	Zoom

Provost/Vice President of Academic Affairs

		Term Ends		Present?	Voting	
Senator	Falynn Rogers	2023	UPS	Yes	Yes	
Senator- seat ends 2023	Lacey Wegner	2023	UPS	Yes	No	Zoom
Senator	Amy Richecky	2024	UPS	Yes	Yes	
Senator	Staci Kinderknecht	2024	UPS	No	No	
Senator & Secretary	Misty Koonse	2024	UPS	Listed Above	Yes	
Senator	Diana Staab	2024	UPS	Yes	Yes	
1st Alternate						
2nd Alternate						
3rd Alternate						
4th Alternate						
5th Alternate						

Vice President of Student Affairs/President's Office

		Term Ends		Present?	Voting	
Senator	Ashley Moore	2023	UPS	Yes	No	Zoom
Senator	Pam Groff	2023	UPS	No	No	
Senator	Hanna Hearld	2024	UPS	Yes	Yes	
Senator	Lisa Lang	2024	USS	Yes	Yes	
Senator	Tobi Neuburger	2024	UPS	No	No	
1st Alternate			UPS			
2nd Alternate						
3rd Alternate						
4th Alternate						
5th Alternate						

Vice President of Administration & Finance

		Term Ends		Present?	Voting	
Senator	Christopher Feldt	2023	UPS	No	No	
Senator	Tyler Marcotte	2023	UPS	Yes	Yes	
Senator	Lisa Morgan	2024	USS	Yes	Yes	
Senator	Susan Relaford	2024	UPS	Yes	Yes	
Senator- won't be filled until 2023 elections						
1st Alternate	Mark Grieve		USS	Yes	Yes	
2nd Alternate						
3rd Alternate						
4th Alternate						
5th Alternate						

Senators Present (in person)	10
Alternates for Senators Present (in person)	1
Total Present	11
Need for Quorum	9

Quorum was Met

Guests

- Patricia Duffey
- Anne Basgall
- Ann Noble
- Sarah Patterson
- Sara Dreher
- Meredith Malatin
- Les Mackey
- Tina Maier
- Kerri Schiffelbein
- Sarah Nattier
- Cheryl Shubert
- Raeleann Weigel
- Sarah Albers
- Mark Orth