



**Staff Senate Minutes**  
**Wednesday, Dec 16<sup>th</sup>, 2015**  
**12:00 p.m. – 1:30 p.m.**  
**Big 12 Room, 5<sup>th</sup> Level, Kansas Union**

Call to Order

- 12:05 pm

Approval of Minutes

- All in favor, none oppose, approved 12:07pm

Reports

President – Chris Wallace

- Diversity training last Friday. Well attended by senators.
- Weapons on Campus forum. Few attended, with more employees streaming forum online. Staff, faculty and students voiced concerns.
- Executive Council meeting discussed the best way for senators to propose motions for new business at full Staff Senate meetings. Decided that the Tuesday before executive council meeting new business agenda items would be submitted, for discussion at the Wednesday executive council meeting.
- Did not attend the Provost going away event, and did not meet with the Provost this month. Will meet with Sarah Rosen in January.
- Will be out of town in Indianapolis during the break, please contact Liz with questions.

Secretary – Tim Spencer

- No report.

Treasurer – Paula Hinman

- Only change from last month was \$72.93 expended on refreshments for the diversity workshop.

Legislative Affairs – Dawn Shew & Precious Porras

- Committee met yesterday. Not many attended, but there was great discourse. Will open up the next committee meeting to discuss conceal carry. Question posed on whether to survey staff or not, based on the town hall forum that occurred. Put forth diversity resolution for review (new business).

Professional Development Chair – Debbie Forsyth

- Diversity workshop held last week for senators, put together by committee.
- Received 37 proposals for funding professional development. Committee meets tomorrow to finalize awards.
- Committee requests an additional \$2,000 from the general-purpose funds to use towards professional development awards. If passed, this would leave \$2,400 in general-purpose funds. Staff Senate has committed \$0 this year, with other professional development funds directly allocated from the Chancellor and Provost Offices. There is only one award session this year, unlike last year when two sessions were offered. Some staff are traveling in January, and the committee would like to give out award letters on Friday, otherwise some staff would not be eligible for reimbursement. High quality of applications, 10 out of 34 eligible applicants scored 90 out of 100 on request qualifications, could receive up to \$500 each. 25 applications received in the last two days, possibly due to reminder email and application extension. Amendment to proposal

that if committee does not use all funds that they be returned for general use. Deb motions for proposal, Steve seconds, all in favor, none opposed, passed 12:24pm.

#### Personnel Affairs Chair-Steven Levenson

- Committee met Monday and was not well attended. Looked at mission statement for avenue on regular exchange of ideas. Will table for next committee meeting to address.

#### Public Relations Chair – Cody Case

- Working with Deb on professional development applications. Did not meet with committee this month due to sickness.
- Conceal carry petition is circulating around campus. Question concerning if anyone has read it. Possibly created by the Kansas Coalition for a Gun Free Campus, started by KU graduates. PR committee interested if Senate would like to share petition on the Staff Senate Facebook page. Senate requests that the petition be reviewed first before deciding on posting. Cody will forward petition to Staff Senate for review.
- Request to send thank you card to Cody Charles for conducting diversity workshop session. Deb will send card on behalf of Staff Senate.

#### Elections Chair – Andy Jackson

- Jeannette Atkinson has resigned her position with Staff Senate. This leaves 46 senators. Will conduct senator search if numbers go below 45 minimum for new Staff Senate.

#### HRM – Ola Faucher

- Tobacco free policy. HR was working with Student Senate on their feedback, but this policy was tabled during the recent campus discussions on diversity and conceal carry. Met with Student Senate's Executive Council, and they are in support. Jan 27<sup>th</sup> co-host town hall meeting concerning the tobacco free policy. Chancellor is encouraging HR to continue with the policy. KU Med Center's National Cancer Center designation also supports this policy. Smoking cessation activities are being looked at for employees, will not be free, but at a reduced cost. Discussed that the starting age group for using tobacco and e-cigarettes is 18-24. Meeting with University Senate representative Jim Caruthers to gauge level of support and obtain statement. HR looking for support from Staff Senate as well, and will discuss in the coming months. Lawrence Parks and Recreation will soon have tobacco free areas. Working with Douglas County Live Well coalition to move KU towards a tobacco free campus. KS Dept of Health and Environment has restated their initiative to have tobacco free campuses, KU will align with the state plan, as well as other campuses around the state. Nationally, Knock Tobacco Out of the Park: Tobacco-Free Baseball initiative sponsored by MLB. HR will be sponsoring a tobacco-free movie, bus ads, etc. Looking for feedback on the tobacco-free educational process and how to address obtaining responses from international community members that attend KU. July 2017 is the new target date for implementation. Senator asks how would Staff Senate's support for a tobacco-free campus be phrased. Ola says this could be a simple statement. Ola will return with a response from Jim Caruthers.

#### Unfinished Business

- Tobacco free policy. Will be discussed at next senate meeting.

#### New Business

##### Diversity Resolution Proposal – Legislative Affairs

- Draft proposal created with assistance from Cody, Easan and Precious. Committee thanks Student-led Rock Chalk Invisible Hawk for their proposal list. This draft proposal is pulled heavily from Student Senate, less the funding aspect. Historically this senate has not had a position that directly engages a diverse population. Draft proposes that a Diversity and Inclusion committee be permanently created, including a permanent chair. Staff Senate President would propose the chair appointment and the senate body would vote on approval.

- Question from senator on provision if no one applies. Response that if no one in Staff Senate applies for chair, then the committee members could be considered, although some members may not be senators in Staff Senate.
- Senator expresses interest in having a formal application for those interested in committee chairs.
- Question from senator on if University Senate will have a new diversity committee and new diversity chair. Response is not currently, but Staff Senate is encouraging this. Senator expresses interest in bringing this up at SENEX and University Senate.
- The Diversity committee chair would also attend the Exec Council meetings and would be involved in additional campus committees as needed. Question from senator on if Nate Thomas and OMA are involved in various campus committees. Precious with OMA states that they are represented at some campus committee meetings.
- Senator comments that there is no mention of racial injustice in the proposal, and that the proposal is too broad. Response is that the goal of this committee is to address all inclusiveness, and involve many aspects of injustice, not just one specifically. Senator raises the Black Lives Matter vs. All Lives Matter issue, with marginalization resulting in a broad approach. Second senator mentions intersections topic that was discussed at the diversity workshop, and how this could be used to address multiple issues. The proposed committee would address issues at a broader scope, and could look into current issues and other future issues. This proposal is only for a committee and chair.
- Senator expresses concern on mentioning specific offices that the committee would be involved with in the proposal, future issues if offices are added, renamed, merged, etc. Idea mentioned to have committee determine appropriate partners and offices. Separate senator mentions adding verbiage that would state including but not limited to. Third senator questions leaving office decisions to committee, may be more selective, could add an additional point on proposal to reflect future updates through an approval process.
- Chris mentions that during the summer months, in the past USS Executive Council would look at committees' previous year's charges, would evaluate how these were addressed and add future charges. Interested in a response if Staff Senate would do the same type of committee review over the summer. Senator mentions that SENEX does the same committee review in one summer meeting. Chris will bring up at the next Staff Senate meeting.
- This proposal needs feedback, will be tabled for next Staff Senate meeting with the hope for an updated proposal and a vote. Senator mentions that this committee chair appointment would apply to the 2016-17 academic year, so an Adhoc committee could be formed in the interim to address some of these issues. Also brings up for Senate to show steps that they are taking to address the issues, not just the end result. This would be addressed in a letter.

#### Furlough Email – Emily Lee

- Question on furloughs with the current state of KS budget, how Staff Senate can address some issues, i.e. benefits, cost of living higher than salaries, etc.
  - Ola mentions that the university has a furlough policy.
  - Senator points out that some unions are currently in negotiations, however most staff are not unionized.
  - Second senator proposes creating a list that states the number of staff, the last time staff have received raises, number of those affected by the past furlough, etc., which could be summarized in a comprehensive fact sheet that Senate could provide to anyone concerned; data would be useful and powerful. Emily questions if anyone on campus is already doing this.

- Senator mentions bring Kelly Reynolds from University Relations to a Staff Senate meeting to discuss the maintenance of funding.
- Side note; Senator asks if staff will be encouraged to attend the Day on the Hill event in Topeka this year, as staff were discouraged from attending last year. Response is that educated and knowledgeable staff would be encouraged to attend, and would work with the Legislative Affairs committee and Kelly Reynolds to cover talking points, which senators would be best to talk to, etc. Committee will send a message out to all staff to see who is interested.
- Emily thanks the Senate's response. Senator mentions that there is a University Senate committee that address these issues, Easan is serves on this committee, and will speak with the committee chair to see if furlough information can be provided. Ola discusses the university vs. state furlough. If there is a university furlough, we have some negotiations. If there is a state furlough, we have little input.
- Senator suggests Emily create an AdHoc committee that would be outside the main committees. With the current committees addressing separate issues, there is not much time for additional focuses, leaving the furlough issue sidelined.
- Question from senator on who decides how funds are distributed for salaries. Ola mentions KU gets a block grant from the state, which funnels through KBoR to KU. There are other funds, i.e. revenue, grants, etc. which are involved with the Provost Office and University Budget Office who are charged with the fiscal operations of the university.
- Senator mentions that many staff see buildings being constructed (capital improvements), but wonder about salary increases. Response is that many outside companies are contributing money for these new building constructions, in addition to the Public Private Partnership for the new central district (private building on public land, leased to KU and will eventually become KU property). Question from senator to obtain a follow-up from the Provost on the clarification of funds for buildings vs. salaries. Senate response is not sure how this could be obtained, but could be requested from Dian Goddard and Sarah Rosen.

#### Call to Adjourn

- Easan moves, Michelle seconds, all in favor, none oppose, adjourned 1:02 pm.

#### Upcoming Meeting Schedule

##### Executive Council

Wednesday, January 13, 2016, 12:00 p.m. – 1:30 p.m., Alcove G, 3rd Level, Kansas Union

##### Full Senate

Wednesday, January 20, 2016, 12:00 p.m. – 1:30 p.m., Malott Room, 6th Level, Kansas Union

Senators excused from meeting: Teri Chambers, Sara Crangle, Mike Denning, Peter Haney, Jami Jones, Margaret Mahoney, Lauren McEnaney, Mary Murphy, Michael Rivers, Greg Smith.