Call to Order
President Brian Moss called the meeting to order at 12:02 p.m.

Approval of Minutes – Sept. 20, 2017

Motion: To approve the Sept. 20, 2017 Staff Senate minutes. Motion made by Chris Wallace. Motion seconded by Anna Paradis. Correction noted, to remove the “h” listed at the end of Debora Deering’s first name in the minutes. Motion passed.

Reports

President – Brian Moss
A recent report by the USS Council to the Kansas Board of Regents was very well received; a mock employee’s earnings were juxtaposed with increases in employee costs (insurance, parking, etc.) and demonstrated that take-home pay has essentially decreased in recent years, with employees not able to see any increases. Moss reported that the presentation seemed to resonate with the Regents; the UPS Council is looking to do something similar for a January report. Moss and Michelle Ginavan Hayes, president elect, met with the Provost and asked about organizing some sort of luncheon or thank you event for the Staff Senate at the end of the year; the idea originated from Liz Phillips, last year’s president, who went to the Student Senate year-end event and thought it was a nice event and that potentially something similar could be organized for Staff Senate. The Provost was thanked for the professional development funds and there was a discussion about any potential additional funds for Staff Senate and/or awards, from either on or outside campus. The Provost indicated she was interested in potentially having a permanent professional development fund as part of the Staff Senate budget so that Staff Senate doesn’t have to request those funds annually; she requested historical data on professional development awards, the percentage awarded against applications, etc. Moss said he and Ginavan Hayes had a good meeting with Ola Faucher of Human Resource Management and Jeff Chasen, Associate Vice Provost of Compliance, at the behest of the Provost’s office, following up on the Gender Equity report (http://governance.ku.edu/sites/governance.ku.edu/files/files/GenderEquityReportFinal.pdf) that was released by the University Senate about a month ago, looking at ways Staff Senate can work with HR to address some of the issues from that report, though ultimately upper administration would need to be approving institutional changes and some aspects are governed by federal law. Two big topics from the report that were discussed were the possibility of any sort of expanded parental leave that might be possible; Faucher said that a particular area of focus is for brand-new employees who might need parental leave but who have not accumulated enough time yet to use. The question has been raised if KU can expand the shared leave program so that people in this situation could apply for shared leave time if they need parental leave; possibilities are being investigated. The other item was more access to child care for parents at KU, as Hilltop is focused on student parents and it can be difficult for there to be openings for staff children. Faucher said the issue of gender-neutral bathrooms was also raised in that report. Ginavan Hayes reminded staff that the Provost had mentioned the TGIT
The committee met yesterday; Severin will send minutes later. Jennifer Hamer, vice provost for diversity and equity, attended again and was seeking feedback on online training modules being considered for campus-wide diversity and inclusion training. The committee discussed with her what might be lacking, etc. The goal of the training would be baseline knowledge and then later there would be additional opportunities for events and training. The group looked at the committee charges and realize some might be particular to events or specific organizations that no longer exist at KU; he will look more closely at the charges and perhaps suggest adding a statement about supporting the work of the Diversity & Equity office. Dr. Hamer indicated she’d like to continue to attend committee meetings as possible and that she might want to occasionally use the committee as a sounding board and to make sure the staff perspective was included in diversity and equity efforts. The committee plans to being making an action plan based on its charges and anticipates working on training for Staff Senate committees and a broader training for Staff Senate as a whole, collaborating with other groups and committees, as diversity and equity isn’t or shouldn’t be a standalone group, but rather one that encourages and helps build diversity and inclusion in everything we do. Committee members will be reaching out to Staff Senate committee chairs in the next couple of months and will continue to work to identify ways to support ongoing campus initiatives. Severin feels it important the committee has a co-chair but initially there was no candidate. Moss said Michelle Wilson has been recommended by Precious Porras of the Office of Multicultural Affairs. Wilson submitted her statement of interest and the full Staff Senate will vote shortly. Wilson was a 2017 social justice fellow and is president of the Black Faculty and Staff Council; she is a project coordinator at the Achievement and Assessment Institute. Wilson brings significant experience to matters of cultural competency and connections to groups on and off campus and is viewed as a good addition to both Staff Senate and the Diversity and Inclusion committee.

Elections – Andy Jackson
The Diversity and Inclusion co-chair position was considered. Jackson said Michelle Wilson could be appointed to one of the open Staff Senate positions. Chris Wilson made a motion to appoint Wilson as co-chair of the Diversity and Inclusion committee; the second was made by Jane Tuttle. There were no opposing votes and the motion passed. Wilson will be contacted and Moss and Jackson will determine to which open Staff Senate seat Wilson will be appointment.

Legislative Affairs – Robert Waller
The committee will likely take a look at voter registration efforts sometime next year. Members continue to work on tuition assistance. During the September meeting the committee was still focusing on an empty seat wavier process; if a seat is empty, a staff member could use it for course enrollment unless a tuition-paying student eventually needed the seat. This was viewed as revenue-neutral. However, the committee wants to do more research into how other Regents institutions handle tuition assistance, and if they have true waivers from the Kansas Board of Regents (waiving of tuition) or if institutions are using something called a waiver and managing it by transferring money internally to actually cover the tuition at the institution level while making it free for the staff member. Each committee member will research one KBOR institution and learn more. Kansas State University budgets a large amount for tuition assistance for spouses and dependents. David Day asked if Waller could clarify the KBOR position on waivers; Waller said that there is a true waiver related to senior citizens’ ability to audit courses at KU, but that the term waiver seems to be used by Regents institutions to indicate the tuition is waived from the staff member’s perspective, though the money is budgeted at the institution level and the money is transferred among departments and offices. Day said it was his understanding that KBOR required institutions to cover in full the cost of the class. Day asked Faucher if she knew if anyone from KU had asked KBOR if there could be a true waiver of tuition costs; Faucher said she wasn’t aware of any such action. Waller said it was his understanding other Regents schools hadn’t made the specific waiver request because they budgeted enough money to cover tuition for staff, spouses and dependents. The current working model of the committee would be to make requests of KU administration in regard to budgeting for waivers/assistance and not going to KBOR. They continue to work to determine how much money would be needed. Faucher said data would be available regarding the number of staff who have been granted staff rates (in-state tuition). The number of spouses and dependents who might
want to take advantage of waivers is difficult to determine. Day asked if other institutions might share the numbers of spouses and dependents utilizing tuition assistance and numbers could be extrapolated for KU. Waller said that Enrollment Management has concerns with the process of the empty-seat idea (bumping, pay/no pay, etc.), and that the committee was focusing now on going to administration with data and facts about other schools and asking them what they would like to decide based on budgets. Essentially what KU currently calls tuition assistance other schools call a tuition waiver, though it’s a transfer of budget money internally.

Personnel Affairs – Annette Delaney
Delaney was absent, but had previously reported she was working to schedule a committee meeting to work on the staff virtual handbook; if anyone has suggestions please send them to her; the idea is for a hub of information or a more accessible way for staff members (new or current) to access resources. If there are ideas, please send them to Delaney or Moss.

Professional Development – Abby Ehling
Ehling was absent but Ginavan Hayes provided an update regarding professional development funds. Information about it was added to the Staff Senate website and a draft email has been given to Leland Wilson to go to all staff. The application deadline is Nov. 5 for travel through a March date. It is hoped there will be an additional round of awards for Spring travel. Please spread the word about the applications for professional development travel.

Public Relations – position vacant
This committee is responsible for a newsletter, the website, mass communications and raising awareness about Staff Senate and its efforts. The chair position is open for nominations. Jackson said that the committee had a number of members. Debora Deering is on the committee and indicated no meetings had been organized. Moss said it was a healthy sized committee and work could be delegated; he feels it important to communicate all we do as Staff Senate. Waller recommended reaching out to those on the committee about the chair position, but it was stated that there are only a few Staff Senate members on the committee. There were no self- or other nominations, so the position will remain vacant and it will be discussed again at the next Staff Senate meeting. Moss asked Staff Senate members to think about it and to talk to anyone not at the meeting today about the possibility of serving as chair.

HRM – Ola Faucher
Faucher told Staff Senate to encourage colleagues to make sure to go through open enrollment for 2018 benefits; you have to go through enrollment this year even if you’re not making changes to health plans, etc. If you don’t, you will be defaulted to a plan you likely won’t like. As of last week only 30% of eligible faculty and staff had enrolled. Enrollment ends Oct. 31. Faucher encouraged attendance at tonight’s lecture by Haben Girma, the first deafblind person to graduate from Harvard Law School. There was a reminder that central HR will no longer be backing up unsubmitted time and/or approvals or late submissions and approvals. If hours are not entered or approved correctly employees will not be paid correctly. Kristoffer Dover asked what happens if someone doesn’t submit or approve time correctly/on time; Faucher said there would be an underpayment and that there could be a subsequent off-cycle payment. This doesn’t impact those who are salaried necessarily, unless that salaried employee is a supervisor who is responsible for approving time, and then they certainly need to be doing that. Supervisors have until Monday at 5 p.m. during the pay cycle to approve time, so they have all day Monday. Moss mentioned that that’s true, but that the time administration system has to run for time to refresh and be visible to supervisor to approve so unless it’s been reported before Monday it won’t be immediately available to approve Monday morning.
Faculty – Kirk McClure
A long-awaited reported about planning and resources has arrived, and there are two issues that have been referred to administration before action is taken by Faculty and/or University Senate bodies. There are two major issues within the report receiving attention. One is the topic of the KU fleet of airplanes and how appropriate the current fleet is for the institution’s needs; the report indicates it is excessive for the university’s needs. Athletics uses 2/3 of the miles of the fleet and it is wondered if they are paying appropriately for their use/covering their use. The report has been forwarded to the Provost and the Chancellor asking for their input/response before any recommendations are made by Senates. Peggy Robinson asked if Athletics paid for the use of the fleet; McClure said yes, the do reimburse for usage but more details regarding if they’re covering the full cost, etc. are being sought. The other topic relates to university consultants in recent years; at any given time there are numerous consultants working with the university, but the use of consultants went up aggressively under previous administrators and there are questions about if KU is seeing the savings expected. When it relates to the Huron consultants, there are questions about if KU has seen the savings expected via the implementation of Shared Service Centers (SSCs) and other changes. The administration is being given a chance to respond or explain items in the report before recommendations are determined by senates. Kim Spencer asked if it was found that there weren’t significant savings if it would be recommended the SSCs be disbanded; McClure said more information was required, including feedback from administration, before any determination of recommendations would be made. Waller asked about the Huron consultants and the cost savings, and wondered if it was similar to cost-savings plans from Kansas governors in the recent past. David Day said more information was available on the Changing for Excellence KU website. Ginavan Hayes said she expected there would be some corrections to the report and continued discussions about its contents. Moss said the report/s were on the Governance website, or he could send them to any Staff Senators who wanted them. Severin asked if Faculty Senate had a specific Diversity & Inclusion committee; McClure said in the past there was a task force but the decision had been made to focus on the ad-hoc diversity, equity and inclusion committee (DEI) of the University Senate. There was a resolution entered at University Senate at the last meeting to extend that committee for one year. There was some debate if this should be a permanent committee. The sense of the Faculty Senate is that there a lot of committees and that perhaps committees should be restricted to those with very tangible issues being worked on. The thinking was to extend DEI ad if it’s found that it needs to be extended again next year it can be.

Student – Kevin Farrell
Farrell was introduced as the Student Senate representative; he is a graduate student in Higher Education Administration. Student Senate is working on its rules and regulations are more than 200 pages and are burdensome and they’d like to make them more concise. The Student Senate will likely send a resolution to the City of Lawrence to strongly support the transit tax renewal (a .2 percent special sales tax). Student Senate continues to work on transferring funds related to covering sign language/interpreter costs in relation to accommodation needs. It is a concern if student groups are expected to have the money to fund/finance needs because such a cost could bankrupt a student group or organization. Farrell said Student Senate is working to determine if there was a possibility for funding to go to a university department for management of accommodation funds. Moss indicated it was an issue also receiving Staff Senate attention as Staff Senate has a limited budget and also wouldn’t be able to absorb large accommodation-related costs. He said the Provost indicated she was aware of the issue and was looking into it. Farrell said the issue was having an impact on the Student Senate budget, which was already down this year. Moss reminded the group of early voting and encouraged members to be informed and go out and vote.

Unfinished Business
No unfinished business

New Business
No new business

Call to Adjourn

Motion: To adjourn, at 12:59 p.m. Motion made by Greg Smith. Motion seconded by Chris Wallace. Motion passed.

Upcoming Meeting Schedule

Executive Committee
Wednesday, Nov. 8, Noon - 1:30 p.m., Alcove G, Kansas Union
Full Senate
   Wednesday, Nov. 15, Noon – 1:30 p.m., Malott Room, Kansas Union

Senators excused from Oct. 18, 2017 meeting: Denys Brand, Todd Carpenter, Annette Delaney, Abby Ehling, Jenny Flinders, Melody Lawrence, Swathi Pallagurla, Tanya Spacek

Senators absent or not signed in from Oct. 18, 2017 meeting: Sean Festag, Bethany Gross, Emily Gullickson, Clint Johnston, Eddie Munoz, Andrea Pitt