



**Executive Committee Minutes
Wednesday, Dec. 5, 2018
Noon-1:30 p.m.
Governors Room, Kansas Union**

Call to Order

President Michelle Ginavan Hayes called the meeting to order at 12:03 p.m.

Approval of Minutes

Motion: To approve the Nov. 7, 2018 Executive Committee minutes, with no corrections needed. Motion made by Teri Chambers. Motion seconded by Jenny Flinders. Motion passed.

Reports

President – Michelle Ginavan Hayes

The bulk of the report will be given by President-Elect Robert Waller, as he provided the report at the Senate Executive meeting yesterday. Since the last meeting there has been a weather/snow day and national day of mourning for former President George Bush.

Waller said they met with the Interim Provost on the 19th and discussed the University Senate open forum tomorrow. It is unknown if the Provost will be there. They discussed the teacher professor series and the Staff Fellows project. They met with Dr. Hamer on the 28th and talked about the tuition assistance survey. The Tilford Conference is coming to KU; Dr. Hamer wants to revise that in a D&I way and hopes for 1,000 people and hopes to make it big for professional development inside KU and that it will bring folks from the outside. Other topics were reviewing the search process/search waiver feedback in hiring; developing a hiring handbook; and the family friendly policy group on campus, which includes Ginavan Hayes and Ola Faucher. Ginavan Hayes said that is a large group of faculty and staff being led by Dr. Hamer. The staff group is looking to meet Monday to discuss thoughts on developing the scope of the committee and considering the experience of all KU employees (graduate students, faculty and staff). Broad conversations will likely start around making recommendations for more family friendly policies or even about what the definition of a family is. The scope is being developed. Faucher said the group might look at policy and perhaps even programming and suggest increased communication about what does exist. Faucher and Ginavan Hayes will share information to make sure the efforts are not at cross purposes with Staff Fellows project work. Waller said the idea of staff food pantry was raised; do staff need the same services (food, clothing assistance, etc.) or would staff be comfortable receiving assistance from student-focused areas? This question might get added to questions about tuition assistance. The purpose of that survey would be to gather data and not necessarily about moving the policy proposal forward. SenEx met yesterday; Kirk McClure will have more information in the faculty report. The Academic Policies and Procedures committee met about a student enrollment issue. There was a request to discontinue biology and split it into two, taking the current two paths and splitting them into separate degrees, but KBOR has not decided on the split so KU was moving before KBOR granted

approval. That discussion has been put on hold. There is a discontinuance of a Global and International Studies certificate. Students discussed bringing the *New York Times* in for free for students and faculty, but does that include staff? The students will look at it. Regarding the tuition assistance proposal, SenEx is in support. There was a conversation about in-state and out-of-state residency in relation to KU outreach (for example, if some gets in-state residency at a specific out-of-state community college but then doesn't get it at KU); Emily Gullickson said Wichita State University offers in-state tuition rates to students from specific cities in the country. Athletics released its annual financial statement; Waller questioned if the Athletics Committee under University Senate will review the statement/public record or potentially add that to their charge. The Interim Provost's next forum is today at 3:30 in Budig.

There was a discussion about surveys and that Dr. Hamer was considering a series of surveys that could potentially tie in family friendly issues, etc. from a D&I perspective. There might be a way to combine questions about a potential staff pantry, tuition assistance, etc. in to those, rather than do a separate Staff Senate survey.

Treasurer – Melody Lawrence

FY2019 Staff Senate Budget December 2018

Carry Forward	\$ 350.00
FY2019 Budget	\$ 4,702.00
	\$ 5,052.00

Pepsi Funds:	
*Balance as of 10/09/18	\$ 1,823.16
*Pending 2018 Awards	\$ (783.00)
	\$ 1,040.16
Maye, Caitly	\$ (500.00)
Riley, Emily	\$ (500.00)
	\$ 40.16

November 2018 - October 2019 Pepsi	\$10,000.00
	\$10,040.16

*Allocations for Pepsi Fund have been allocated for 2019.

Diversity & Inclusion – Michelle Wilson & Jeff Severin

Severin said the committee met yesterday. Committee action teams provided updates. The feedback form regarding part two of the Unpacking Whiteness event goes out this afternoon. That session focused on departmental levels and institutional structural racism, etc., workplace practices, etc. Look for something that continues this effort next semester. There is potential for working with the Center for Teaching Excellence to make the Unpacking Whiteness series/content available there for staff who are involved with teaching; more information will follow. The Black Butterflies event on Dec. 11 at the Lied Center is free, but you still must have a ticket. In Kansas City, “On Shoulders Now” will run from late November to mid-December and features all-black cast. Social Justice Fellows program applications are due Dec. 16.

Legislative Affairs – Jenny Flinders

Flinders is unsure if a December meeting will be possible. It was hoped there would be an update about efforts determined/provided at this meeting that would help guide efforts going forward. Flinders went to the Interim Provost’s budget office hours to discuss directly with him issues such as tuition assistance and other professional development/staff support items. It was a positive conversation, though Flinders still has some questions. Flinders said the Provost indicated support for a lot of things but it seems that some of the larger-impact opportunities are likely to be slated for down the road and not immediately (such as tuition assistance going into a savings account before administration is able after a number of years to distribute it. Flinders wondered what Staff Senate Executive thinks the Provost wants from us as suggestions/proposals at this time. The Provost has talked a lot about the challenges of managing changes for generations of faculty and staff beyond those at KU right now. More clarity about tasks at hand currently would be helpful.

Professional Development – Abby Ehling

The Professional Development Fund did not distribute funds in November; while there was an application, they had already received funds once this year so they were not eligible. The committee would like to send another communication out about the application being open all the time. They have discussed a potential new event loosely envisioned as a mini staff leadership summit and have been talking about what kinds of sessions might be included. They would be focused on the individual and could be on things such as interview skills, salary negotiations, strengths finders, resume building, etc., with a potential outside speaker. The committee is also discussing a mentoring program. They continue to think about efforts in terms of the Staff Fellows project. Ginavan Hayes said during a meeting with Dr. Hamer there was a mention of professional development opportunities for internal applicants for KU positions.

Personnel Affairs – Ranu Pal & Annette Delaney

There will be a meeting Dec. 18. They plan to assign members to look into items, including how other universities might handle similar issues.

Public Relations – Mary Murphy & Teri Chambers

The next meeting is Dec. 17, at which time efforts on the spring newsletter will get going. Chambers said the goal is for the next newsletter to coincide with Staff Senate elections.

Elections – Chris Wallace

Wallace was not present.

HRM – Ola Faucher

Faucher plans to follow up with the Provost's office about the weather policy proposal and see if the recent snow day was a one-time decision or a signal that the policy will be approved. Flinders asked if it would then go to public comments? Faucher said an update will be provided when available. The Governor's Executive Order on paid parental leave is being discussed by KBOR. While the Governor made it clear he does not exercise authority regarding leave for KBOR institutions, he suggested KBOR look at the executive order.

Faculty – Kirk McClure

Graduate Teaching Assistants have negotiated a new memorandum of agreement, which now includes a grievance resolution committee. While there are not procedures yet, a law faculty member has begun looking at how it might work and has looked at the grievance process for staff as a place to start. The president of KBOR called all Faculty Senate presidents with an urge to strengthen to policy regarding consensual relationships, though this is not in the authority of the Faculty Senate. General counsels from the institutions have worked on a small edit to existing policy that should meet the desired outcome from the KBOR president while also avoiding conflict. The University Senate open forum is tomorrow and people need to participate. Ginavan Hayes said questions can be submitted to the Governance website. The forum will be tomorrow from 3 to 5 p.m. in Room 1154, Integrated Science Building. The invitation indicates the forum is to discuss "the university budget cuts and any concerns affecting faculty, staff, and students."

Student representative – TBD

Unfinished Business

Staff Fellows project.

Ginavan Hayes said Microsoft Teams could be a good tool and asked what everyone thought about any initial use of it so far. D&I will look into it soon before the next group meeting. If you want the training, reach out. Chambers said it seems to be more intuitive than myCommunity.

There is complexity and confusion about crossover and multiple efforts across campus in regard to the Staff Fellows projects and ideas. How should we proceed? Ginavan Hayes proposed that Executive Committee members provide feedback or concerns with her. There are a number of ways we could decide to organize and move forward. Should we reprioritize what we are doing? Ginavan Hayes asked for feedback by Friday. Should we be working on 20 smaller things, or really focus on the top five? How do we approach these broad topics that might be getting attention and effort by others at the institution and reign the project back in? We want to make a difference and make it work.

New Business

Michelle Wilson asked about a staff concern; they inquired about why there was no longer bus pick ups at the Kansas Union tunnel from the red parking lot. Ginavan Hayes wondered if it had to do with accessibility issues. Many other Executive Committee members wondered about the change. Gullickson said to consider checking with the ADA coordinator. Delaney wondered if these kinds of changes could be explained with more communications that provided greater clarity? It was suggested Wilson contact Donna Hultine, the director of Parking and Transit.

Call to Adjourn

Call to Adjourn – Jeff Severin made the motion to adjourn at 1:40 p.m. Seconded by Mary Murphy. Motion passed.

Next Meeting Schedule

FULL SENATE

Wednesday, Dec. 12, 2018, 12:00 PM -1:30 PM, The Jay, Kansas Union

EXECUTIVE COMMITTEE

Wednesday, Jan. 9, 2019, 12:00 PM - 1:30 PM, Discovery Room, Burge Union