



**Executive Committee Minutes
Wednesday, March 6, 2019
Noon-1:30 p.m.
Divine Nine Room, Kansas Union**

Call to Order

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

Approval of Minutes

Motion: To approve the February 6, 2019 Staff Senate Executive Committee minutes, with no corrections needed. Motion made by Ranu Pal. Motion seconded by Susan Shaw. Motion passed.

Reports

President – Michelle Ginavan Hayes

Committee reports and the minutes were sent out according to the new process, the Friday before the meeting. We hope to use meetings to have more conversation about topics and less to have committee chairs read the reports. How do we want to remember when reports are due to the Secretary? A Wednesday noon reminder seems reasonable. The Treasurer's report will likely always be a bit later as that information needs to be provided by Governance. Ginavan Hayes and Robert Waller met with HRM about recent changes to the staff tuition assistant benefit related to third parties, or other institutions at which employees take classes (courses not offered at KU, etc.). Administratively it is difficult for KU staff to try to manage the payment to the other institutions. The policy recently changed so that employees pay for the course out of pocket and then are reimbursed after proof of finishing the course, or once the institution's last day to withdraw from the semester has passed. Data shows this group was 30 people during a three-year time period. Efforts continue on the family friendly workgroup; Ginavan Hayes will meet with the faculty subcommittee later this week about website categories that have been developed.

Treasurer – Susan Shaw

The report is attached.

Diversity & Inclusion – Michelle Wilson & Jeff Severin

Friday's Unpacking Whiteness event has 51 registrants and there are 64 seats. Next month's committee meeting will be open to the campus community and will be at the Burge Union; it will be a time for folks to come share what they feel should or could be DEI priorities for the committee next year. Severin is trying to find pricing on captioning for the online portion of the meeting, so it is as inclusive as possible. How can the request for those funds be made? The maximum amount would be \$300.

Motion: To allocate up to \$300 for captioning services for the Diversity & Inclusion campus meeting in April, with the amount to be provided to the full Staff Senate next week for a vote. Motion made by Jeff Severin. Motion seconded by Abby Ehling. Motion passed.

Legislative Affairs – Jenny Flinders

Flinders will not be at the committee meeting Monday but Ginavan Hayes will be there. The Provost will attend next week's full Staff Senate meeting and the April meeting is the transition meeting. Flinders is not running again for Staff Senate, so there will be a new chair of the committee next cycle. Michelle Wilson asked if final year-end reports are due for the April meeting. Ginavan Hayes said yes. Waller said new chairs would get together over the summer to be ready for efforts during AY 2019-2020.

Professional Development – Abby Ehling

In addition to activities listed in the report, Ehling said she visited with an Alumni Association representative about the system they use to manage their mentoring program. That system is available for Staff Senate to create a group specific to our mentoring efforts. Ehling will keep that effort moving and is excited about the potential. There is one communication piece to work out; anyone in that system who has opted in to the Staff Senate mentoring program will automatically be in the Alumni Association mentoring pool, but we could instruct people about how to opt out of that. The goal is for there to be a fall in-person Staff Senate mentoring event. The committee finalized professional development funds for February; there were eight applicants receiving funding. Flinders asked if it was possible to try to get folks who received the fund to submit information about what they used it for or how they used it. This information is requested of recipients but nothing has been done with it to date; perhaps some of this could be published in the Staff Senate newsletter.

Ginavan Hayes asked if we wanted to do a handout for the Staff Senate table that will be part of the Staff Leadership Summit. The event will be after elections. Could there be information about the professional development funds? Ehling volunteered to put something together. Ginavan Hayes said we still need to determine who is staffing the table. It is at the same time as the next scheduled Staff Senate Executive Committee meeting.

Personnel Affairs – Ranu Pal & Annette Delaney

After the committee's main monthly meeting there was a secondary meeting with the Diversity & Inclusion committee to address how to work through the overlap of efforts by both committees on things such as the 360 review and more. Both committees will share information reciprocally to make sure efforts are not duplicated and that committees are supporting efforts appropriately. Every project should have a way for Diversity & Inclusion to be involved; everything should link back to Diversity & Inclusion. Waller said that committees should be doing the work on projects, drafting policies or coming up with programming and then Diversity & Inclusion would represent the culture at KU piece; that way we are addressing both the staff focus and the Diversity & Inclusion focus. Diversity & Inclusion will wash over everything. It will be more work for this committee depending on what is coming out of other committees. Flinders wondered if this puts Diversity & Inclusion as an afterthought and not part of everything from a more foundational level. Waller said more conversations need to happen and Diversity & Inclusion will have an opportunity for additional review of all efforts.

Public Relations – Mary Murphy & Teri Chambers

The committee has discussed having a fall newsletter next year with committee plans and then a January elections announcement, with a final wrap-up newsletter in March or April for committee's to report what was accomplished during the last year. It seems there is a budget for PR to be doing publicity related to committee events, such as the Professional Development mentoring program. Severin said he could see how handouts about large upcoming events would be helpful. Ginavan Hayes said that while many communications now are electronic, perhaps

there is a need for some postcards or handouts for folks to be able to put on bulletin boards or up at their desk to remind them of Staff Senate events. There are people on campus who are adept at desktop publishing applications; perhaps the incoming full Staff Senate could be asked if there is anyone who could help design things; Ehling said perhaps the call for next year's committee members could include more information about the types of talents and skills that would be helpful for the various committees.

Elections – Chris Wallace: Wallace will be absent. Ginavan Hayes said nominations for Staff Senate have closed; Friday is the deadline for providing biographies for the website. Elections will open the Monday after spring break and run through end of day on March 29. Watch for the ballot.

HRM – Ola Faucher

Faucher said parental leave is on the KBOR agenda for March 30; if it is passed KU hopes to be able to have it in place by May 1. Should it pass, parental shared leave will go away. There are five people with situations related to shared leave that HRM is monitoring in relation to potential pending changes. If you are having or adopting a baby after July 1, should the KBOR parental leave pass, there will not be shared leave but parental leave. It would go through the absence system as an eligible leave choice. Employees would request the leave and supervisors would approve as deemed appropriate, and HRM would audit at a later date. The HR website will be updated with information if the change happens, and there will be a communication plan. KBOR will allow each institution to establish rollout; KU's hope is for May 1. If two KU employees have the need to claim parental leave under a new process, one needs to be the primary and can ask for up to 6 weeks with the other as secondary with 3 weeks. Smaller increments can be used within the first year of birth/adoption. The KU policy would need to be approved by the university but there has been no negative feedback so far. A draft flexible work policy has gone to the family friendly workgroup and will later come to Staff Senate. Waller asked if there was any further conversation at KBOR about staff/employee/faculty health care cost. Faucher said KBOR is looking at student health but there has not been any recent talk about faculty/staff cost issues that HR is aware of.

Faculty – Kirk McClure

The Faculty Senate and the Chancellor have come to set of agreements on the budget cuts. The wins: The Chancellor committed to stopping subsidy of Athletics and said the aircraft would be moved to a private entity and live on its own fees. The Chancellor agreed that administrative offices will ultimately absorb greater than the 6 budget percent cut. The non-wins: The Chancellor said Athletics will not be contributing financially back to KU and is adamant that there will be no movement to have KU Endowment Association help with the budget crisis or contribute going forward. What is difficult is that a *Lawrence Journal-World* reporter has tried to confirm details with the Chancellor's office and was told that the information was not accurate, but to see the Provost website for the updated details. However, there is no information there. It is not quite hear what has happened. There could be a significant push back if the Chancellor is now withdrawing the agreement. Regarding the budget there is also good and bad news. The good, or less bad, news is that the reported number of lost staff is now at 86, down from 100, but the metrics are difficult. Notices of non-reappointments are going out in March and faculty is trying to monitor that. Still under debate is the faculty number; the Provost says 55 but the arithmetic does not work. The Provost is not counting those in the voluntary separation program (VSP) and says those are temporary. McClure has asked repeatedly if departments can rehire faculty positions. It is unclear how it will all play out and it could be a year or two before it is really known if VSP positions have been refilled. In April the KBOR meeting is at KU.

McClure's opinion is that KU is hurt by KBOR efforts to standardize across institutions in the system. At the April meeting will be a presentation by the faculty with the argument that KU's national ranking is sliding and we cannot enhance that if we are accepting system-wide identical standards. Much of what keeps KU known as AAU is the national ranking. Chambers queried if McClure had seen an email from DeAngela Burns-Wallace about staff cuts; she will forward that to McClure.

Unfinished Business

Ehling asked if Staff Senate wanted to do any messaging for staff who have learned of not being reappointed? Do we want to do anything for non-reappointments? Chambers said generally it would be helpful if there was some way to flag people who have been given notices to prioritize or highlight them when they apply to a new KU position. Faucher said HRM does if asked encourage departments to look at and consider those who have not received reappointments. HRM is further from the department now about offers being made due to how hiring routes through the SSCs, but maybe that is something they need to discuss with the SSCs or if there are other ways for encouragement of hiring managers to look at those who have received notices of non-reappointment. Shaw asked if we know of other Senate members who have received letters. Ginavan Hayes said it was discussed at SenEx, but often it can be difficult to know if notices are provided because of budget or performance reasons. Waller said in times of crisis, or when the Provost has declared a university emergency related to the budget, that internal candidates should be given preference and justification should need to be provided if departments want to hire outside of the KU pool. Ehling asked if there was something Staff Senate could do for staff who are going through this rough patch. Chambers said some immediate supervisors also need support in instances when decisions to not reappoint staff come from higher up. They are struggling too. Delaney agreed that this is awkward for supervisors.

New Business

There will be a Chancellor/Interim Provost event with Staff Senate at The Outlook on Monday, April 1, from 4 to 6 p.m. There will be an email invitation

Holly Shriner shared a query from a staff member at Edwards Campus employee about Staff Senate representation and if any consideration could be given to revising the representation rubric to include not only job areas but also campuses. Shriner will bring this up to the election committee for AY 2019-2020.

Ginavan Hayes said Staff Senate has an information table at the Staff Leadership Summit event. Under consideration is moving the April Executive Committee meeting from April 3 so there are no Staff Senate conflicts with the event.

Call to Adjourn

Motion: To adjourn, at 1:34 p.m. Motion made by Teri Chambers. Motion seconded by Susan Shaw. Motion passed.

Next Meeting Schedule

FULL SENATE

Wednesday, March 13, 2019, 12:00 PM - 1:30 PM, The Jay, Kansas Union

EXECUTIVE COMMITTEE

Wednesday, April 3, 2019, 12:00 PM - 1:30 PM, Governors Room, Kansas Union