



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

Call to Order

Michelle Ginavan Hayes called the meeting to order at 12:04 p.m.

Approval of Minutes

Minutes from the June 2018 meeting will be distributed next month for review/approval.

Reports

President – Michelle Ginavan Hayes

This is the first meeting with the slightly readjusted Staff Senate meeting schedule. Since the last Executive meeting, the Staff Senate 101 meeting was held. It went very well. Thanks to Robert Waller for pulling that together. Those who were there felt it a valuable conversation. Ginavan Hayes and Robert Waller met with the Interim Provost on the 18th, which was immediately after the flag display issue. The Provost shared some of the backlash that had resulted, including some threats. There was a Staff Senate microaggressions training by the D&I committee; please provide feedback via the follow-up survey. Ginavan Hayes and Kirk McClure from Faculty Senate are on the United Way committee; that will start this fall. It will run until Stop Day. Ginavan Hayes and Waller will meet tomorrow to get the list of staff who indicated they were interested in serving on a Staff Senate committee and that information will be shared with committee chairs after that meeting.

Treasurer – Melody Lawrence

The balance is 4,702 and we carried \$359.43. The total funds are \$5,061.43 The Pepsi fund money transfer has not happened yet but it should be allocated in September or October. The current amount in the Pepsi funds as of July 20, 2018 was \$1,040.16.

Diversity & Inclusion–Michelle Wilson & Jeff Severin

Michelle Wilson said the committee meets next Tuesday to discuss the June and July trainings; Wilson will send a reminder for the July training survey. Jeff Severin is facilitating a group on doing the continuation of the Unpacking Whiteness event. That effort is in the beginning stages. There are initial plans for two events, likely in mid-to late September and one in October. One will be about individual privilege and one about institutional and how it plays out at KU. They will be small group discussions around a set of questions; Severin is reaching out to Social Justice fellows to see if they will be conversation leaders. It will be open to the campus but certainly be strongly encouraged for Staff Senators. The committee is also looking at the STEP (Supervisory Training for Excellence in Performance) training and what information is shared there regarding DEI content, or where some could be added. The July training showed some senators wanted more discussions about/around DEI; perhaps someone from IOA and/or the Ombuds office could present on how to respond when there are potential issues or grievances. Wilson asked when the Senate could do additional DEI trainings and if there was time at a full Senate meeting or if another date should be picked. Wilson said perhaps one in the fall and one

in the Spring. Ginavan Hayes said the full meeting in August will include a presentation by the Staff Fellows and September is when the Provost is scheduled. Could we look at October or look at another Wednesday or invite folks to the existing meeting of the DEI committee? Waller asked if another training or meeting was too much? Abby Ehling said she thought there would be higher attendance would at a scheduled Senate meeting. The consensus was that a topic could be about the IOA/Ombuds and how they work together and that it could be planned for the full Staff Senate meeting in October. We will plan for 30 minutes with knowledge that it might go to 45 minutes. Ola Faucher asked if someone from HRM could or should be included as frequently that unit gets involved depending on the situation. For example, if there is a violation of policy found by IOA it goes to HR; if it is an environmental or cultural issue in a department it might go to Learning and Development team for training for the unit; there could be varied involvement. Sometimes HR also does investigations depending on the type of issues/violations. Ginavan Hayes asked if the group thought we would have time to get business done during the remainder of the business time for all the meetings? Waller said perhaps committee reports could be shared in advance and chairs could provide only brief updates and/or answer questions that might have been posed via email about those committee reports at the actual meeting. Remember the Common Book author presentation in September. Ginavan Hayes will look at the September full Senate meeting for presenting the Common Book to past employees of the month.

Legislative Affairs – Jenny Flinders

Flinders was absent. Waller said there had been no recent meetings. Waller said the Provost is on board with keeping the current tuition assistance for staff, but posed that if resources were limited for tuition assistance expansion, was Staff Senate more interested in enhancing it by another 3 hours restricted to staff members and not spouses and dependents, or is the spouse or dependent option more attractive? Remember that this is not a waiver of funds; money physically moves from account to account. There would be two sources of money, one for the existing offering and potentially another if it is approved. The current proposal is for 15 hours, but even if it goes to 3 additional hours for either staff or dependents/spouses depending on how it plays out, that would still be an improvement.

Professional Development– Abby Ehling

Abby Ehling hopes to schedule a meeting after the list of new volunteers is provided. There will likely be an August round of professional development awards. There is some money left and it could be used if we make awards before the new fiscal year Pepsi money is allocated.

Personnel Affairs– Ranu Pal & Annette Delaney

The acronym web page is up and available on the Public Affairs website. Joe Monaco will be taking care of the changes and will maintain it. Pal will include information about it in the full Staff Senate meeting committee report meeting next week so Staff Senate knows about it. It has now moved beyond the Staff Senate committee. Ginavan Hayes said they are working on a way to add an acronym to the page. Watkins said they could not do free CPR training for employees. Are there any other ideas for CPR training? Waller said Douglas County Fire might have some training available but does not know if there is a charge for that. The Red Cross will have a fee. Other ideas shared were the American Heart Association and DCCCA. Chris Wallace said he suspected most if not all organizations would charge for the training. Waller asked if Personnel Affairs was looking at the weather policy. Waller sent the information to Pal and Delaney.

Public Relations– Mary Murphy & Teri Chambers

Mary Murphy said she and Teri Chambers met and have a plan for the newsletter; they plan one in the fall and one in the spring. They have a United Way article and will appeal to committee chairs for information later in the fall. They are looking at October to publish the newsletter. The spring aim is late February to tie in with Staff Senate elections.

Elections Chair – Chris Wallace

Wallace said there are two open seats, one in IT that was open and another after Denys Brand left the institution; Brand was in Research. Wallace is looking at the list for the next highest number of votes. Andy Jackson is attempting some recruitment in IT.

HRM – Ola Faucher

Ola Faucher said there was some complexity with the existing tuition assistance program; some of the universities that are out of state but at which KU employees are or wish to take a course do not have a good mechanism set for repayment and the process is becoming burdensome. As a result, there are efforts to figure out how to deal with those kinds of requests. There have not been any HRM-related issues to date due to the budget cuts, though it is possible that not all departments will be able to keep everyone in place. HRM will continue to work with departments and units should the decisions impact personnel positions. There has been one complaint from a neighboring group about people going off campus to smoke. The complaint went to the Chancellor's office and they planned to respond. HRM told Chancellor's office that signage is available.

Faculty – Kirk McClure

The Faculty Executive Committee thinks budget cuts should be no more than 3%; the current amount is closer to 6. Faculty expects administration to bear a large share and the Chancellor's office and the Provost's office has made cuts. Regarding the aircraft, the Chancellor has yet to give a timeframe on a decision but has indicated he agrees in regard to economization. McClure said KU Athletics and KU Endowment Association should be providing money to the institution to help with the budget situation. Additional meetings have been scheduled to continue the discussion. The biggest single issue is the Central District; the university is suffering at \$7 million for that according to McClure and staff and faculty did not make that mistake and should not be hurt because of it. There should be a way to refinance that so the cost is not borne by faculty and staff. More information will come next month.

Student – To be named for AY 18-19

Unfinished Business

Safe Zone training will be scheduled and will be shared with Staff Senate.

New Business

Additional DEI trainings for Staff Senate

This was an agenda item but it was covered during the D&I committee report

Call to Adjourn – Chris Wallace made the motion to adjourn at 1:08 p.m. Seconded by Jeff Severin. Motion passed.