

## Staff Association Minutes (DRAFT)

October 9, 2019, 3:00pm

Blum Hall, Room 220

**Senators Present:** Marissa Steimel, René Hill, , Barb Harris, Jessica Poet, Betsy Wright, Andrea Keller, Nicki Robertson, Kathy Kelly, Louise Mills, Hawley Rumpf, Kathy Gammon, Lisa May, Claudia Baer, Derek Evans, Sybil Hillyard

**Senators Absent:** Ryan Addington

**Staff Present:** Jesse White, Les Parnell, Melissa Stallbaumer, Michael Cadden, Nathan Roberts, Josh Maples, Trenny Wilson, Stephanie Spratt, Amber Halstead, Alex Owens, Susan Garrison, Shana Meyer, Jessica Frogge

**Invited Guests:** Matt Wilson, President

Dr. Davenport, Provost

### President Wilson Report:

- Update on new initiatives. Changing so quickly because we need to out of financial necessity and need to attract students.
- Incoming class down by about 10%.
- Redoing budget to be realistic to our situation.
- We will see shifts in personnel. ie. Admissions, bringing in students will pay for the additional personnel.
- Going in to high schools and speaking; Presidential speakers team to guest lecture in classes.
- J.P. Yates to lead Admissions with Paul Orscheln leaving.
- Griffon Guarantee scholarship rolled out. Starts at a low threshold. In the beginning, spends less than what we are currently. Helps with retention. Graduation rate is 35% and this will help.
- Center for Service is great opportunity to raise some money and bring some students in.
- Gold Fridays opens up a day for work, service, study groups, appointments, lab days, etc. Good recruitment tool.
- Global Center. Shifting of resources.
- Esports. Using it to drive enrollment. Something that drives enrollment and helps with recruitment. Has an academic component; has a concentration and a minor in the works. Partially funded by Student Government.
- 4 day work weeks is detrimental to recruiting by being shut down on Fridays. Flex time where coverage for five days is available will be an option. 4 day work weeks is not a cost savings to the University.

### Dr. Davenport Report:

- Gold Friday scheduling has been tested and works with the rooms we have available.
- Esports falls under the Strategic plan; “student experience”.
- Vice provost search is coming to a conclusion; thanks to all that have participated.
- Academic Administrative restructuring feedback sessions coming up. There are 3 models.

### Old Business

- September minutes approved with changes.

### Committee Reports

- *Salary & Fringe*
  - Who is considered a dependent for the dependent fee waiver? Does it match the IRS definition as who is claimed on the tax return? Per Human Resources, the definitions are the same.
  - Concerns over changes to holiday schedule.
  - Alex Owens and Jessica Frogge selected as Co-Chairs.

- *Constitution & By-laws*
  - Inconsistencies in bylaws and constitution.
  - Sending changes to Secretary to be sent out to Senate.
  - Making the Constitution align with the Faculty Constitution.
  - Amber Halstead and Barb Harris selected as Co-Chairs.
- *Welcoming*
  - Welcomed four new staff.
- *Election*
  - How do we pull employees so people can't vote more than once?
  - We will get with Jake about a new way to vote.
- *Professional Development*
  - \$2000 used for outside travel was voted on and passed to use for on campus professional development.
  - Need to make the changes to the policy guide.
  - Non travel related.
  - Has to be presented to GAC before any funds can be awarded.
  - May be Spring before can be presented to GAC.
- *Special Events*
  - No report
- *Advantage*
  - Call for new members.
  - Adopt a Griffon program has been advertised.

**President's Report – Kathy Kelly**

- February meeting will be in Popplewell 304.
- Met with Policy Committee to review the Policy Guide. Once the committee has made suggestions/changes and met with the faculty committee, it will be shared with senate before moving forward.

**First Vice President's Report – Marissa Steimel**

- No funds have been spent.

**Other Business/Open Discussion/Announcements**

- Mike Cadden – Faculty Liaison. Review Policy Guide, streamline so faculty and staff are the same. See where we can do some clean up. Goal is January.

**Mark your calendars:** Next meeting will be Wednesday, November 13<sup>th</sup> at 3:00pm in Blum 220.