

Staff Association Minutes

May 13th, 2026 - 3:00 pm

President's Dining Room



Senators Present In-Person: Jean Foster, Cassandra Penick, Sandy Pennock, Jessica Searcy, Kasey Schmoe, Trenny Wilson, Beth Beggs, Chelsea Norton

Senators Present On Zoom: Amy Coats, John Vanderpool and Kristen Neeley

Staff Present In-Person: Erica Thomas, Leah Harrah, Monica Phillips, Samantha Fowler, Megan Deshon-Runge

Staff Present on Zoom: Alyssa Striplin, Kari Hayes, Channelle Montoya, Jay lundy, Lara Gilpin, Jackie Burns, Lori Bomberger, Jenny Sherlock, Tabitha Smith, Rebecca Lobina, Regina Young, Brian Insell, Chuck Miller, Dana Markt, Liby Waltemath, Jennifer Morris, Annette Bertelsen, Michelle Diaz, Kara Baum, Tara Vides, James Knight, Angela, Meredith Hartman, Ashley Sollars, Kim Weddle and Tabitha Smith

Committee Reports

- Welcoming & Care:
 - We will meet next Tuesday, May 19th at 10am. Location TBD.
 - 1 new Staff on the 1st New Hire Orientation that Ashley met with.
- Election, Constitution & Bylaws:
 - Currently still working on Article 5, Section 1 of the Bylaws. Once the committee has come to a consensus the proposed changes will go to all of staff association to review before voting on the permanent change.
 - New senators (July 1st term) will gather with the senators that have one term remaining to elect a new Executive board in June. It may just be a group chat to keep things simple and clean. Senators for 2026-2027 will nominate and then vote on who they want to represent them as Executive Board. After the board is voted in, they will meet with Chelsea and Jessica before the end of June to share information (duties, budgets, etc). We will send an announcement for who will be representing all of staff starting July 1st.
 - Chelsea will stay on with the senators as an advisor with no voting power for 1 year and Jessica will stay on with Election, Constitution & Bylaws for 1 year to help advise through the election processes.
- Employee Engagement:
 - Our next event is Tuesday, June 9th from 11am to 1pm in Fulkerson. This will be a professional development event called Pause, Reflect and Recharge. It will be going over simple practices for the workday to reduce stress. Our guest speaker is Dr. Julie Baldwin. This event is happening over the lunch hour so a lunch and learn with pizza. Sign-ups will come out tomorrow for a headcount.

Institutional Committees Reports

- Compensation:
 - Haven't met
- Information Technology and Infrastructure:
 - Haven't met

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- Health & Safety:
 - Haven't met
- Physical Environment:
 - Haven't met

Invited Guests

- Pat Lilly, Interim President:
 - Quick background shared
 - Expected tenure to be 3 to 4 months with candidates on campus late July, early August. The university will not be using a search firm.
- Dr. Jay Johnson, Provost:
 - Thank you to all that helped with commencement. We received a lot of great feedback and compliments. If you have any feedback please send it to myself or Regina. We are having an after action meeting tomorrow.
 - Hosting a Direct Report Retreat on Friday, May 15th at the Launch Pad downtown.
- Daniel Holt, VP of Finance:
 - FY 27' Budget is moving ahead now that we know what is happening on the state level. We have to get it in front of the board, but HR is already working on contracts. We are expecting another couple of weeks before everyone can see their budgets in banner.
 - We have merged Student Accounts and Financial Aid offices to make it easier for students to go to one space to ask questions about their accounts instead of possibly not knowing where to start.
 - Will there be any reorganization to that front office to allow for greater capacity?
 - Yes, Removing the windows was approved to create a walk-in policy for students. We expect everything to be ready to go by Fall semester, but still working during the transition period over the summer.
 - The Canvas breach that happened last week is good to go. We haven't seen any long term effect due to the outage.
 - Is the university working on contingency policies for if this happens again?
 - Yes, we will work on new policies for online threats, but for canvas specifically no. Any cloud based system is just hard to secure. Back up plan today is just to do just that. Back up all your information.
- HLC Team: Beth Beggs, Joel Hyer and Michael Charlton:
 - Report is due September 7th with site visit scheduled October 5th and 6th.
 - We are slightly behind on our timeline. Areas 1 & 2 are in really good shape, 3 is in mostly good shape and 4 is still being developed.
 - We will let you know if we need your help closer to time. It may not be shared with us until about a month out.
 - If you are invited to a session please go, listen, answer questions honestly. The worst thing you could do is answer a question you don't know.
 - The report will be written to June 30th so we will need to explain the change of

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leadership.

- Example questions they may ask in the forums are . .
 - Do you know what is important?
 - What are the priorities at your school? How does your job fulfill some of those priorities?
 - Do you work with students?
 - Do you encourage them to do their very best to find the resources they need?
 - What do you do? How do you fulfill the mission of the university?
- The team will not drop by your office. I would strongly recommend you consider your answer if you are invited and asked these questions. We do a lot of great things here at the university and we can focus on those. They may ask you questions in regards to these things that are already listed in our assurance argument.
- We will host plan week sessions for those that would like to practice. The schedule will be released closer to time.
- We will seek SA leadership's feedback on the report closer to late July, early August.
- The document will be public once it is finished.
- We have shared materials with MarCom for them to create a page for everyone to review for tips and consideration.
- We are updating our webpages as we come across issues. Please check your own areas and if you find issues let's work to get those corrected.
 - Where will the feedback sessions take place during the visit?
 - Hasn't been decided yet.
 - It is homecoming week, so when picking space consider the location.
 - Beth is retiring, is there a timeline to replace Beth before HLC?
 - No, we made some personnel changes in the last week with Fiona Sansone staying in her role. Dr. Taylor will return to chair of SFA and part of his Assistant Dean role will be to provide coverage in Beth's office since he has already been working on HLC. We want to take the time to consider this position and everything it does before moving forward and it allows us to get through HLC.

Previous Meeting Minutes Approval

- Cassandra Penick motioned to approve. Jean Foster seconded. All I's.

President's Report - Chelsea Norton

- Thank you for allowing me to serve for the last two years. The new senators this term has allowed us to expand our coverage across campus.
- This summer I will just be approving our 2 summer events and their expenses to spend the remainder of this year's budget.
- Executive Board will host a coffee truck as our last event.

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Unfinished Business

- None

New Business

-

Open Discussion/Announcements

- Passed out Homecoming Save the Dates - October 10th, 2026
- The Workforce Development webpage has some Summer Camps we are offering for kids and adult professional development. Check out the page for details.

Mark your calendars:

- Next Staff Association meeting: September 9th, 2026 at 3pm in a location TBD.

Motion to End: Cassandra Penick motions, Jean Foster seconds.