



Full Senate Meeting Minutes
December 5th, 1:15 p.m.
Wyoming Union Senate Chambers

- I. Call to Order**
- II. Roll Call**
 - a. Present**

Minette Zwieg, David Keto, Lindsay Galey, Susan Schulz, Meghan Monahan, Rachel Stevens, Cathy Moen, Jennie Hedrick, Angela Reddick, Mandy Gifford, Kristin Blevins, Chris Maki, Chad Bade, Kevin Coleman, Heather Earl, Kristen Smoot, Eloy (Ace) Malsom, Meghan Kerley, Jennifer Heupel, Renee Ballard, Carl Mehta, James Wheeler, Jonathan Goldman
 - b. Excused**

Jennifer McKenna, Katherine Kirkaldie, Jeannie Czech, Xavier Gonzales, Jason Gonzales, Jason Anderson, Leland Schroyer
 - c. Absent**

Tammy Mack, Teresa Hansen
 - d. Proxy**
- III. Approve November Minutes**
 - a. Approved as circulated
- IV. Approve December Agenda**
 - a. Approved as circulated
- V. Special Business**
 - a. No special business
- VI. Administration Reports**
 - a. Division of Administration**
 - i. Legislative session
 - 1. Joint Appropriation session next week
 - a. Neil & David will do a presentation
 - b. \$2.5 million recurring for staff salary
 - c. \$1 million and match \$1 million in fundraising for athletics
 - d. \$1 million towards the Science Initiative programming (not building)
 - e. 4 pots of funds
 - i. \$10 million if we raise \$10 million for merit-based scholarships
 - ii. \$5 million if we raise \$5 million for Ag education
 - iii. \$1 million if we raise \$1 million for Breaking Through
 - iv. \$1 million to drill for potable water – would eliminate our need to purchase treated water from the city
 - f. Question
 - i. Only matching fund that is ongoing is the athletic
 - ii. Science Initiative funding is in addition to the usage fee

b. Human Resources

- i. HCM deep dive tomorrow in CR 129 at 1:00 to 2:30
 1. Navigation overview, how to navigate in HCM
 2. Strongly encourage people to attend
- ii. Townhall meeting covering the Great Colleges to work for survey discussion topics that were sent out
 1. Would like to request that people from different areas on campus (i.e. different departments) to sit together during the townhall.
 2. Please review the report before the townhall starts.
 3. The idea is to get input from all segments of the campus community as to what the important topics are and help identify potential individuals/departments/governing bodies/etc. to work on a solution.
 4. You may not agree with the group decision on what to discuss you will have the opportunity to answer the same questions as an individual.
- iii. Also working on HCM go-live.
 1. Think things are in excellent shape
 2. Getting really good feedback
 3. Recruitment is out there now
 4. Employee Learning Center is live
 - a. 3 required trainings
 - i. Numbers would indicate that a huge number of people getting into the system and a huge number completing the training
 - ii. Question
 1. What are the ramifications if the employees did not complete the training?
 - a. Office of Diversity sending out communications to supervisors and personal outreach to those people who haven't completed.
 - b. Most likely will be a performance issue that will come up during evaluations.
 2. Has the President read the full report from the Great Colleges to work for results?
 - a. No one is sure, but probably. If not suggesting it shouldn't hurt.
 3. Question about something from the staff list serve
 4. Has a certain Foundation employee completed the ADA required training?
 5. How is payroll going in HCM
 - a. Multiple assignments are a problem that is still being worked on.

- b. Trying to ensure that approvals are being done correctly given multiple assignments and varying hours and days worked.
- c. Too soon to tell if HCM will go live in January.
- 6. People have questions about the market breakout for their job salary.
 - a. Long term maybe we don't use the matrix and uses the market. We don't know and it's not something that will be fixed overnight.

c. Academic Affairs

- i. Congratulations for a successful Holiday Market
- ii. Searches
 - 1. Dean for Ag & Health Sciences still ongoing
 - a. Early next week announce results
 - b. AHC Director search will be going on through Spring
- iii. Work on Academic Regulations are moving through
 - 1. Academic Department heads will be talking about a new requirement from HLC in reaction to Department of Education
 - a. Qualifications for instructional personnel
 - i. HLC will audit everyone conducting classes who are below a certain level.
 - ii. Will have to justify what qualifies the person to be teaching if they don't have the appropriate degrees & certificates.
 - 2. The Provost is emphasizing the need for Department heads that their staff need to be able to participate in professional development experiences, even if phones have to go to voice mail, staff need to be allowed the opportunity and time to attend deep dives and training.
- iv. The Provost offices really want feedback on if these changes are happening in academic departments.

VII. Guests and Special Programs

- a. Emily Monago – Diversity, Equity, and Inclusion Office
 - i. Survey development
 - 1. Work will start on survey starting in mid-December
 - 2. Survey will be open until Dec. 22nd
 - ii. Strategic Plan
 - 1. Have they made progress in 5 years?
 - iii. Question
 - 1. Student employment on campus

VIII. Liaison Reports

a. ASUW

- i. 7 pieces of legislation was on the table, 5 passed, one withdrawn by creator

- ii. President Jones resigned last night, VP Mulhall will take over President

b. Faculty Senate – Donal O’Toole

- i. Donal had a meeting with Kate Miller, discussed the lack of trust with upper administration.
- ii. 2-1 & 2-7 was passed by Faculty Senate
- iii. Had a meeting with President Nichols discussing the issues with sexual assault on campus.
 - 1. Strategic Plan being developed that includes a dollar amount to help set up an infrastructure that will help victims and give them available resources for help.
- iv. Geography Department may be going away

c. Advisory Council on Diversity, Equity, and Inclusion (Xavier Gonzales)

d. Athletics Planning Committee (Cathy Moen)

e. Great Colleges to Work for Task Force (Carl Mehta & Chris Maki)

- i. Encourage people to attend

f. No More Committee (Renee Ballard)

g. Public Art Committee (Susan Schulz)

h. Student Media Board (Kathy Kirkaldie)

i. UW Engagement Task Force (David Keto)

j. UW Facilities Council (Jason Gonzales)

k. UW Parking and Transportation Study Team (Jennifer McKenna)

l. Wyoming Union Visioning Team (Kristin Blevins)

IX. Officer Reports

a. President, Renee Ballard

- i. Email for Great Colleges will be coming
- ii. Exec Council met with President
 - 1. Mostly revolved around Wyo Hall
 - a. The (President’s) #1 choice for the new residence halls
 - b. There are legislators and trustees heavily involved with where the residence halls will end up
 - c. There was a presentation and discussion during a Joint Appropriations Committee in October. Here is the link where you can listen to the recording of the meeting.

<https://www.wyoleg.gov/Committees/2018/J02> , 10/24/2018 - 10/25/2018

- iii. 9 Senators will be trying out the wellness options
- iv. Resolution from Staff Senate, Faculty Senate, and ASUW jointly for funds for the No More Committee Strategic Plan that creates and makes additional resources available for sexual assault victims.
 - 1. One attempt to get joint resolution created. Recommend limiting the writing to the executive councils of the senates.
- v. Committee for Professional Development coming soon.
- vi. Workload survey going out in the Spring

- vii. Holiday Market
 - 1. Thank you to everyone!
- viii. BOT
 - 1. Blockchain
- ix. Family Residence Medicine program problems
- x. Guns on Campus
 - 1. Concern that guns will be coming to campus
- xi. Proposed updates to College of Education

b. Vice President, David Keto

- i. Keeping the food drive going through the 14th
- ii. On the 17th, will pick up the boxes in the morning, then starting at 2:30 p.m. will start sorting the food.
- iii. BOT
 - 1. Final numbers on plane, \$423,000.
 - 2. Still trying to get budgets correct
 - a. Still working on IDC
 - 3. Have a new auditing firm
 - a. Means new processes
 - 4. Certificate programs
 - a. Certificate programs proposals follow the current process with proposing new programs.
 - b. Would like to piggyback the certificates on with current programs.
 - 5. Emphasis on Computer Science teaching program
- iv. Bachelor of Science is General Studies

X. Old Business

- a. Bill #48, 2nd reading "UW Regulation 1-3 Article IV Section B Update"
 - i. Move to Special Business for January meeting.

XI. New Business

XII. Committee Reports

- a. **Communication Committee – Senators McKenna & Stevens**
 - i. Meeting – December 6th, 9:00 a.m., Ross Hall 109
- b. **Credentials and Elections Committee – Senator Blevins & Galey**
 - i. Meeting – December 18th, 2:00 p.m., Wyo Hall 402
- c. **Finance Committee – Senator Gonzales**
 - i. Meeting – December 19th, 8:30 a.m., Merica 320
- d. **Recognition Committee – Senator Hedrick**
 - i. Meeting – December 18th, 9:00 a.m., Union 202
- e. **Staff Relation Committee – Senator Heupel**
 - i. Meeting – December 17th, 10:30 a.m., BU 191 (Johnson Career Center conference room)
- f. **Ad Hoc Holiday Market Committee – Senator Blevins**
 - i. Meeting – December 11th, 9:00 a.m., Union basement near the fireplace
 - ii. Earned just about \$4000

XIII. Open Forum

Meeting adjourned at 3:50 p.m.

Respectfully submitted,



Kristen K. Smoot
Staff Senate Secretary

