STAFF SENATE MEETING MINUTES
October 10, 2017
3:00 p.m. – Union Senate Chambers, Room 332

Minutes

Officers Present: Gary Payne, Chair; Travis Craig, Parliamentarian; Katie McCoy, Secretary/Treasurer; Brandi Everett, Communications Coordinator

Senators Present: Ann Bartts, Wayne Campbell, Chris Cunningham, Stephanie Fields-Hawkins, Peg Gant, Annie Garcia, Karen Goss, Jessie Niu, Susan Sanders, Nicole Savage, Claudia Taylor, Sonia Vasquez, Devin Axtman, Kathryn Beasley, Christina Brodie, Suzan Cruz, Kristi Easley, Shane Elder, Julie Ikpah, Lucas Imel, Katie Jenkins, Emiley Locey, Josh Lukins (Late), Cheryl Swatloski, Margo Watson

Guests Present: Kristi Klusman; Meredith Wisent; Jerri Robertson; Melisa Brown; Shareece Parks

I. Call to Order (5 minutes) – 3:00 pm

II. Speaker Presentation (10 minutes) – No Speakers

III. Consent Agenda (10 minutes)
   a. Approval of September Meeting Minutes – Going to be sent out and approved via email
   b. Ad Hoc and University Committees – Devin motioned to approved; Kathryn seconded
      i. Devin questioned how the consent agenda was sent
         1. Gary answered that he sent it through email earlier that morning
         2. Many other Senators commented that they had not received the email.
      ii. Approval rescinded by Gary
      iii. Devin motioned for consent agenda to be sent out via email to be reconsidered for approval
   iv. President’s Council – Gary Payne
   v. President’s Advisory Council – Gary Payne
   vi. Space Management and Planning – Gary Payne
   vii. Campus Leadership Team – Gary Payne
   viii. Emergency Preparedness Advisory Committee – Tonya Riley
   ix. Technical Architecture Group – Josh Lukins
   x. Student Media Committee – Claudia Taylor
   xi. Distinguished Lecture Series – Kathryn Beasley
   xii. Union Board of Directors – Karen Goss
   xiii. Mary Jo & V. Lane Rawlings Fine Arts Series – Susan Sanders
   xiv. Transportation Advisory Committee – Sonia Vazquez
   xv. Athletic Council – Travis Craig
   xvi. Staff Appreciation Month – Travis Craig + 3
   xvii. LGBT Faculty Committee – Travis Craig and Christi Hestand

IV. Consent Agenda Discussion Items (5 minutes) - tabled

V. Constituency Concerns (5 minutes)
   a. Follow-up to last month’s concern:
      i. Gary spoke with facilities regarding the restriping of the Chilton parking lot.
         1. There was a miscommunication and facilities only restriped the handicap spots
         2. Facilities has reached out to the vendor to see when they are restripe the rest of the lot
            a. This will be taken care of by at least the end of the year if not by Thanksgiving
      ii. Gary emailed Susan directly about the ORP concern
1. The state matches 6.8%
2. There is an optional 1.8% that the university system can choose to match
   a. UNT system has not chosen to match this optional amount
3. Staff Senate will continue to advocate for Staff on this issue
   a. Will work with Faculty Senate on this
b. New concerns:
   i. Bonnie Brae by the Athletics facilities has tons of potholes. Is there something the university can do about it? (Shane)
      1. Nicole answered:
         a. City of Denton is responsible for that road and they will be redoing it at some point, but they have a lot of utility work to finish first
         b. At meeting with President, EC will ask if there is anything that can be done to speed this process up.
   ii. Ann and other Senators have heard from their constituents about the job grading
      1. Constituents are upset about being maxed out on salary and unable to progress to next level due to education or other requirements
      2. Employees with 15 years with the university are seeing new employees being paid more due to the “raise”.
         a. The new employees are being paid market rate while the employee with 15 years of experience is now being paid the same or less than the new employee
      3. Employees feel like the raises and promotions that they have been getting through the years are not “real” due pay discrepancies
      4. More information on job grading has been made easier to find by URCM
         a. There is a direct link under the job grading section on the Office of President page
      5. The creation of administrative coordinator and administrative specialist, because of the language, seems like a demotion if someone is moved from coordinator to specialist
      6. Gary is meeting with Steve Hedrick, Head of HR, to get some answers about job grading
         a. Who were the subject matter experts
         b. Why there are no differences between some job descriptions
         c. What does the addition of Senior to a title mean as far as job duties and pay rates.

VI. Officer Reports (10 minutes)
   a. Chair Report – Gary Payne
      i. Gallop Poll
         1. Misspelled “Gallup”
         2. President wants to work on staff engagement in taking the poll and in the campus community
      ii. HPS Convocation Lunch
         1. Gary attended and presented on the Staff Senate
         2. Tonya was there
         3. Hopefully these types of collaborative efforts will continue and we will get invited to more next year
      iii. EC presence at Faculty Senate meetings
         1. EC will attend these meetings to learn more about Faculty topics
         2. EC hopes to team up with Faculty Senate and Student Government on issues that affect staff
   b. Communications Report – Brandi Everett
      i. No pictures of standing committees have been submitted
      ii. The Standing Committee Reports and Agendas will be posted on website so staff can see what these committees are doing and who to contact if they want to get involved.

VII. Staff Senate Committee Reports (10 minutes) – these meetings will be held at 3:20 pm today
a. Standing Committees
   i. Communications and Public Relations – Claudia Taylor & Karen Goss
      1. Working on creating a rotating calendar so each person in the committee will be
         responsible for sharing and posting information pertaining to staff members
      2. Will work within the committee to double check posts for errors before posting
   ii. Bylaws and Elections – Devin Axtman
      1. Finalizing Athletics Ballot to fill the vacancy
      2. Office of President’s vacancy has been filled
         a. Louise Dunn is the new Senator for that department
      3. Kevin has resigned from Staff Senate completely
         a. Officer elections will take place next meeting
         b. The vacancy in his division has been filled by the runner-up of last election per
            bylaws
            i. Jonathan Mount will be the new Senator for that department
      4. New attendance policy will be implemented
   iii. Policy and Benefits Committee – Sonia Vazquez & Kathryn Beasley
      1. Julie talked with someone in the graduate admission office about opportunities for staff
         a. A repository of that information will be hosted on the website
      2. Working with Rec Center to get some kind of service out at Discovery Park
         a. Possibly some intramural sports teams or classes
         b. There is an exercise class at the Rec Center around 5 pm that is for only Staff and
            Faculty
      3. Working on jerry waiver to remove obstacles for staff and their families to go to school
      4. Insurance is going to take longer to get answers, but it is being worked on
   iv. Staff Development – Josh Lukins
      1. Josh not present at time of report, but there is a Lunch and Learn planned for the 19th.

VIII. Old Business

IX. New Business

X. Announcements
   a. Lunch and Learn, Engaging Students in Crisis, on Oct. 19
   b. Public Reception to meet Chancellor Roe in Union 333
   c. Recognized guests

XI. Adjournment – Susan motioned; (Kathryn or Devin?) seconded; adjourned at 3:29 pm