

University of North Texas
Staff Senate General Meeting Minutes
December 9, 2014, Chestnut Hall, Room 130 A&B

Officers Present: Don Noska, Chair; Kristi Ormand, Vice Chair; Bonita White, Secretary; Cheryl Benningfield, Treasurer; Gary Payne, Webmaster/Historian; Pam Milner, Parliamentarian.

Members Present: Charles Andrews, Charlene Ballenger, Kathryn Beasley, Carolyn Blevins, Wayne Campbell, Amanda Dayton, Chris Deaton, Marjorie Donzello, Shae Ebrahimi, Amy Fuller, Darlene Hargrove, Patricia Huckabee, Tracy Kaan, Peter Kaiser, Keith Kopsky, Missy McCormick, Rachel McMullen, Mark Packer, Tara Petty, Brett Robison, Kevin Sanders, Shana Savoie, Shannon Smith, Kimberly Srader, Kerry Stanhope, and Danielle Champagne (Ex-Officio Chair of Staff Senate).

Members Absent: Michael Baggett, Lori Belew, Jordan Harmon, Christi Hestand, Judy Hunter, Spencer Keralis, Shelby Kinsall, Hilary Liscano, Gina Lowe, John McIntire, Gwendolyn Moore, Jessica Powell, Eva Ruiz-Duvall.

Guests Present: Matt Zabel, URCM; Brandi Renton, HR; Carolyn Sorrels, HR.

I. CALL TO ORDER

Don Noska called the meeting to order at 3:03pm. Please sign the attendance roster, meeting agendas available. We have a new HR rep joining us today, Carolyn Sorrels. Those with trucks or SUVs who are willing to assist with Santa's Helpers Toy Drive pick-ups or shopping on December 18, please notify Don.

II. OLD BUSINESS

There was no old business to discuss.

III. GUEST PRESENTATIONS/DISCUSSION

President Neal Smatresk was our guest presenter. He addressed questions from the survey. Following is a very brief synopsis, as he expounded at length on various matters.

a. *Employees do not understand the value of benefits – how to maximize/utilize benefits.*

This was addressed by President Smatresk and forwarded to Brandi Renton for inclusion in the upcoming Staff Appreciation Month celebrations in February. He emphasized that understanding the benefits is really about financial management.

b. *Employees feel underappreciated.* President Smatresk explained the labor classifications – faculty and administration. He further explained the layers of staff, and expressed there are not very many positions at 'the top'. He emphasized that even in a healthy organization the feeling of lack of appreciation is evident.

c. *The University seems to overcharge for services and lose out on money.* The President felt this is an area for the Office of Sustainability to look into.

IV. STANDING COMMITTEE REPORTS

a. Communications – Shannon Smith – Committee is meeting for discussion.

b. Elections & Bylaws – Kevin Sanders – Committee will meet following the general meeting.

- c. Employee Relations – No report.
- d. Staff Development – Kerry Stanhope –Committee met Thanksgiving week.

V. NEW BUSINESS

- a. Staff Award nominations are due 12/15/2014.
- b. Student Health and Wellness considering vendor-provided dental care on campus. This service is tentatively scheduled to begin in the spring 2015.
- c. Kerry Stanhope emailed the May 2014 Survey results to the full Senate. He worked to compile the Qualitative results, while Cheryl and Danielle worked to compile the Quantitative results. This data is not for broad sharing. Don will send this information to the President.
- d. The School Calendar has been moved up on the webpage. The toy collection boxes have been delivered to the 380 Corridor. The Communications Committee will discuss passing on the responsibilities associated with the Geocaching efforts.
- e. The need for a mentoring program was discussed. Brandi advised there are initiatives in place. The HR Group is seeking volunteers to represent the Staff Senate in the On/Off Boarding workgroup. This group will aid new employees, as well as those leaving the University. If interested, please email Don.
- f. Question posed to the Chair – Who represents non-student part-time staff? The Senate currently represents full-time benefits eligible staff. We need to research to determine the number of staff impacted.
- g. Danielle presented the Quantitative Data Survey Results. At the start of the survey, there were 737 participants, but only 608 by the first question. This poses a concern; possibly one of trust on the part of the participants. Please pitch the importance to your constituents – your voice matters. Tara volunteered to assist Danielle with analyses, as there is much more data to be shared for this part of the survey.

VI. ANNOUNCEMENTS

- a. Walgreens has a special on toys. Please visit the store when making purchases for the Santa's Helpers contributions.

VII. ADJOURNMENT

The meeting was adjourned at 5pm by the Chair.