

Staff Senate Meeting Agenda

Tuesday, February 7, 2023, 2:00 pm, Remotely Via ZOOM

Hybrid meeting – Physical meeting space CH 166 and Zoom

In attendance: Diane Mangus, Greg Larson, Josh Jenek, Maria Solis, Shelby Clark, Rebekah Curry, Laura Eddy, Carleen Dvorak, Don Shafer, Linda Parks, Ray Lauber, Jaden Rahe, Debra Rittgers, Lindsay Bays, Nyki Stump, Eli Johnson, Shari Scribner, Kim Gaines, Stephanie Mohling-Stites, Joel Ewy, Regina Murphy, Christina Thomas, Renee Bass, Bethanie O'Dell, Angela Wolgram, Diana Kuhlmann

President Josh Jenek called the meeting to order at 2:02 p.m.

Nyki Stump shared information about the Resiliency and Self-Care Employee Resource Group (ERG). There are other groups available, a total of 4 groups organized through the Office of Diversity, Equity and Inclusion. For more information:

<https://www.emporia.edu/work-emporia-state/employee-resource-groups/>.

Lisa Moritz presented an update on the Remote Work procedure. She is creating resources that will be rolled out at the end of February. There are procedures for both supervisors and employees. Other training materials will include a one-page quick guide as well as short videos.

Laura Eddy shared information about HealthQuest for 2023. Marathon Health is now the provider. Employees on Plan A who earn 20 points receive a partial discount on 2024 premium. A full 40 points brings the full \$480 discount. Those with Plans C, J and N who have HSAs will receive a full \$500 deposit into their HAS or HRA by earning points. Biometric screenings are no longer required, although information from a physical with a doctor (blood pressure, blood panel) can be entered for points.

Those with HSA/HRAs should check their account to make sure deposits are being made correctly. And if accounts are not validated, they will be closed.

Diana Kuhlman presented about ESU's budget. Josh first thanked her for the funding of our staff morale events. Some statistics of note:

- ESU is forecasting a \$6.5 million budget gap in the current fiscal year. Previously we used reserves to fill the gaps.
- Tuition revenue will be down because enrollment is down. In terms of revenue, it takes 2.5 students (off-campus and graduate) to equal 1 on-campus student.
- Over the last five years, ESU on-campus headcounts is down 29%.

Secretary Report: Minutes from December Meeting. Shelby Clark moved to approve the minutes. Greg Larson seconded. The vote was unanimous.

President's Report:

- Staff Senate Presidents' Report – Report on President Hush's Leadership Team meetings

- o KBOR working closely with Ken and ESU leadership -the focus is data driven and transparency oriented.
- o ESU is receiving a lot of support by KBOR for our initiatives and we are leaders in this area.
- o Ken's approach to KBOR is to justify and quantify, not just ask for money from the State
- o Governor's budget mentions ESU by name which is the 1st time ever potentially
- o TikTok has been banned on all State devices
- o There is a nursing and teaching shortage statewide
- o Every area on campus is being evaluated for ways to improve
- o Faculty and Staff will soon be able to use the Health Center for basic healthcare needs.
- President's Council Meeting – No meeting this month
- Statewide UPS Group – January 24th meeting - topics:
 - o More in depth Surveys – more detailed answering, Past employee list – eligibility for rehire, Alternates to CBIZ, Unionizing USS and/or UPS, Salary compression, Holiday Decorating Contests – well received by Staff
- KBOR Report – Joel Ewy, Lindsay Bays and Douglas Cushenbery attended the KBOR meeting on January 18th
- Human Resources is developing training for remote work procedures and expects to be completed early this year
- Student Concern Form is for if you have concerns about a student's academic progress or attendance in class, or if you have concerns about a student's behavior or wellbeing. Can be reported at the following link:
<https://www.emporia.edu/student-life/health-wellness/student-concern-forms/>
- New Staff Senate Event Planning Committee

Committee Reports:

- Staff Senate Event Planning Committee – Cassie Dieker, Kim Gaines, Maria Solis
 - o Ideas for upcoming events:
 - February: National Love Your Pet Day is Feb. 20. Submit photos of pets to win prizes
 - March: Employee appreciation day; music therapy day is March 1. National Goof Off Day is March 22.
- Athletic Advisory Board – Jayme Gillund; No report
- Faculty Senate – Gwen Larson

- ESU Tuition and Budget – Greg Larson, Stephanie Mohling-Stites — haven't met
- Parking – Sheri Brooks, Deena Wilson, Kim Gaines, Saandy Sasidhar
 - Meeting to change parking meter configuration; want credit card for payment and change amount. Cost to purchase meters is estimated at \$126,000.
 - Proposing increase in permit costs; first increase since FY2007
- University Diversity and Inclusion Alliance —Cassie Dieker — meet tomorrow
- Satisfaction Survey Sub Committee – Joel Ewy and Doug Cushenbery

Old Business:

- Spring Events - We have \$5,000 left for events this spring. Last semester/midsummer events totaled close to \$5,000.
- Cinco De Mayo – Alumni Center as the venue with Casa Ramos catering if possible – Cinco de Mayo was specifically requested by President Hush
- Creation of a possible subcommittee to scrutinize university policies.
 - Ken mentioned in a Staff Senate leadership team meeting that intensive policy review was next on the agenda for him and HR.

New Business:

- Discussion about requesting improved Diversity, Equity, and Inclusion training from DEI office
 - provide constructive feedback
 - Nyk welcomes feedback but it can't be implemented until next year
- Mary McDaniel Anschutz would like to share information about Faculty/Staff using the Health Center in our next Staff Senate meeting March 7.
 - Open now 8 to 11 a.m.; prefer appointments
- Joel Ewy will be serving on the Childcare Task Force for campus, and they are planning on starting their meetings at the end of this week.
- Scholarship fundraisers for Staff and Salaried Dependents
 - Please submit ideas. Josh thinks online is preferable to sell raffle tickets
 - Must raise \$25K to endow new scholarship
- Continue with the Staff Senate Team builder events
- Positive Messaging initiative to send to all staff about Staff Senate accomplishments and working with campus leadership — Josh will work on this

Announcements:

Next meeting – Tuesday, March 7th, at **2:00 p.m.**

Greg Larson moved to adjourn the meeting; Shelby Clark seconded.

The meeting adjourned at 3:04 p.m.