



January 27, 2021

Meeting Minutes

Senators Present: Angela Haynie, Angela Jackson, Ashley Isom, Audreka Peten, Carlos Herrera, Deloise Mowdy, Dierre Littleton, Elizabeth Gayfield, Garth Clayborn, Henry Smiley, Jason Cole, Jennifer Day, Julia Robison, Kimberly Klotz, Kristin Jetts, Kyana Smith, Maree Herring, Michael Hopper, Melanie Watson, Nadia Eslinger, Natalie Shock, Paul Dielmann, Richard Hammond, Shelby Fiegel, Steven Shook, Susan Peterson

Senators Absent: Gunnar Bartlett, Hunter Roberts, Jason Davis, Lynetta Morris, Thomas McDaniel, Taylor Ingram, Shad Foley,

I. Call to Order

- A. President Shook called the Staff Senate to order at 10:01 a.m. on Zoom.

II. Approval of January 13, 2021 Meeting Minutes

- A. The minutes from the January 13, 2021 meeting were reviewed via email and approved electronically.

III. Guest Speakers - Dr. Angela Webster, Senator Jackson, and Senator Littleton

- A. Dr. Webster: “Leaders must be close enough to relate to others, but far enough ahead to motivate them.” John C. Maxwell
 - 1. Dr. Webster introduced two members of her team who happen to be Senators, and they shared the following information.
- B. Senator Jackson: When Senator Jackson started working at the university in 2009, there was a series of programs for UCA faculty, staff, and students who could participate in that worked to connect them with other working professionals. This program has been dormant for nearly a decade, but will be making a comeback! This program will link up students with professionals who

are UCA alum. Our goal is for students to make connections in the professional world and show them the sort of success they will be able to achieve. These programs will be held via Zoom on, 02/18/21, 03/11/21, and 4/8/21.

- C. Senator Littleton: Senator Littleton oversees the Program X early arrival program. This early arrival program is geared for men of color and focuses on exposing them to resources and best practices in order for them to achieve optimal success. This year the program connected with Residential Colleges in order to ensure that each participant was placed in a Residential College! Next year all of our Project X-ers will be in Short-Denny. Additionally, the program has created a social-emotional program that they have adapted from the Men of Color Conference. This program focuses on giving men of color the tools to take care of their mental health by providing them a space that is designed for them, by them, and with them. For more information, please check out the [Project X](#) webpage.
- D. Dr. Webster: The office of Institutional Diversity and Inclusion is presenting new Leadership Series training. They have two sessions in the fall, but there will be some additional sessions in the spring.
 1. February 18, 2021 on Zoom from 1:30pm - 3:00 pm: Conversations and Strategies to Defuse Conflict in the Classroom and Office.
 2. March 2, 2021 on Zoom from 1:00 pm - 3:00 pm : Exploring UCA's Demographic Data
 3. March 11, 2021 on Zoom during X period: How to Become a Police Officer

The Diversity Advisory Committee has also created a few new sub-committees based on the results from the Campus Climate survey that was conducted last spring. The new subcommittees will be: Belonging; Commuter, Online, and Non-trads, Community Policing, and the Lactation Committee will be reconvening and looking to expand its presence. There is also a new LGBTQ+ subcommittee that is under Dr. Taine Duncan and Dr. Allen Thomas that will have a virtual center on the Diversity and Inclusion website.

IV. Get to Know Us - Dr. Angela Webster

- A. What is your favorite flavor of birthday cake? Caramel
- B. Favorite US city? Washington DC
- C. Favorite Band? Earth, Wind, and Fire
- D. What is a skill you want to learn in the next 5 years? Become more fluent in Spanish and French
- E. Favorite holiday? Christmas
- F. Netflix or Hulu? Netflix
- G. Sweet or Savory? Sweet

- H. Tea or coffee? Tea
- I. Favorite spot on campus? The fountain
- J. Favorite undergrad memory? Traveling with the University of Memphis basketball team!

V. Guest Speakers: Mary Lackie & Joan Shofner

- A. Mary and Joan have been working for the last 3 and a half years, raising money for different initiatives on campus. The UCA Day of Giving, which is scheduled for March 11, 2021, has helped to raise a lot of money for the University, but we now have an even larger campaign that is soon to be announced.
- B. Mary and Joan shared their screen to show the Senators a timeline that they have been working on to get us to this point in our fundraising. Their projects have included working with private organizations and individual donors.
- C. On April 9, 2021 at 12:15 p.m., there will be an announcement and reveal of the details surrounding this fundraising project. This announcement will be made at the fountain and will include some fun events and campus changing announcements. We want as many people to come as possible! Please share this event as well as the Day of Giving on all of your social media accounts.

VI. Get to know us!

- A. What is your favorite flavor of birthday cake? Mary: Carrot Joan: Vanilla
- B. Favorite US city? Mary: Boston Joan: Orlando
- C. Favorite Band? Mary: Three Dog Night Joan: Jimmy Buffet
- D. What is a skill you want to learn in the next 5 years? Mary: Spanish
Joan: kickboxing
- E. Favorite holiday? Christmas
- F. Netflix or Hulu? Netflix
- G. Sweet or Savory? Savory
- H. Tea or coffee? Mary: Tea Joan: Coffee
- I. Favorite spot on campus? Mary: the flower beds Joan: the fountain
- J. Favorite undergrad memory? Mary: sorority life Joan: graduating

VII. Officer Reports

- A. President, Steven Shook
 - 1. [COVID-19](#)

2. Vaccine distribution has started! Some have already been inoculated, but keep checking your emails about distribution.
3. President Shook introduced Britni Elder, our new Associate Vice President of Human Resources! Welcome, Britni!
4. The CARES Act has been extended. We will still be able to use COVID sick leave if it is necessary.
5. President Shook announced that there is a vacancy for the ESA committee. Senator Littleton volunteered for the position.
6. Campus Talk will be hosted by President Davis, and the Presidents of Faculty Senate, Staff Senate, SGA via Zoom on February 4th at 1:40 pm. If there are any items you believe should be covered, please contact President Shook by Tuesday, February 2nd by noon.

B. Vice President, Nadia Eslinger

1. Elections are coming up soon! Start thinking about who you want to nominate.

C. Treasurer, Carlos Herrera

1. We have received payment from our volunteers for the football season. \$1530 has been deposited into our agency account.

D. Secretary, Ashley Isom

1. No report.

E. Parliamentarian/Historian, Elizabeth Gayfield

1. No report.

F. Ex Officio, Kimberly Klotz

1. No report.

VIII. Senate Committee Report/Highlights

- A. Courtesy Committee: Senator Peterson has sent out 15 retirement cards, as well as sympathy and thank you cards.
- B. Spring Social Committee: The committee met last week to brainstorm about how we can plan a fun and safe Spring Social. A lot of good conversations and ideas

were thrown around and the committee will be meeting again in February to finalize some decisions.

IX. University Committee Reports

- A. Strategic Planning Committee: The committee finalized their strategic goals and the President is sending them to the board of directors.

X. Campus Q&A

- A. None.

XI. Constituent Concerns

- A. With the increase in the minimum wage, is anything being done in regards to salaries that are now either below or barely above the minimum wage rate? Is there a plan going forward as the minimum wage rate continues to climb towards \$15/hr? Will years of service be taken into account if and when any salary adjustments can be made? Is there a deadline for when the ADE will finish their review of staff salaries?
 - 1. My understanding is that while a draft of a new pay plan for classified employees had been developed, it is not currently under consideration by the General Assembly. I believe there are certain, hard to fill positions (such as IT and skilled labor) that may see a revised pay scale, but that is all that is happening to my knowledge.
- B. A constituent raised a concern about how and why certain offices were considered for the Thank you luncheon and wanted to know more about how those offices were chosen.
 - 1. These offices had to take on a considerable amount of work during the beginning of the pandemic in order to accommodate students, staff, and faculty. Many individuals worked without breaks during the entirety of the university's shutdown. This luncheon was never intended to infer that other departments or offices do not work hard, but these offices were pointed out to us as having a particularly heavy workload during this time. We always want employees to know how appreciated they are, which is why we hold events throughout the year to show our appreciation. We are also looking for different ways to continue to thank the wonderful staff on this campus.

XII. Old Business

- A. None.

XIII. New Business

- A. Senator Fiegel: “I motion that Staff Senate supports the letter crafted by Faculty Senate and SGA to our state legislators.”
- B. Several Senators expressed their opinions surrounding the bill as well as the concerns of their constituents.
 - 1. A vote was held to support the letter being drafted by Faculty Senate.
 - 2. The motioned carried.

XIV. Good and Welfare

- A. Parliamentarian/Historian Gayfield introduced baby Marcellus Gayfield to the Senate!! She also shared that her sister is now the Assistant Director of the Multicultural Center at UALR.
- B. Ex-Officio Klotz has a Google group called UCA Pets where employees can share pictures of their pets. Feel free to join and send pictures of your pets!
- C. Senator Herring’s daughter is now the head of the AR Clinic in Lonoke!
- D. Senator Robison: Kimberly Stubbs was just elected to be a four-year delegate to our state financial aid organization, AASFAA-Arkansas Association of Student Financial Aid Administrators .

XV. Adjournment

- A. Secretary Watson motioned to adjourn. Senator Smiley seconded. Motion carried.