



September 8, 2021

Meeting Minutes

Senators Present: Ashley Isom, Audreka Peten, Carlos Herrera, Christy Dade, Kristin Jetts, Kyana Smith, Melanie Watson, Nadia Eslinger, Tina Wells, Garth Clayborn, Hunter Roberts, Susan Peterson, Jennifer Day, Richard Hammond, Lynetta Morris,, Veneta Fricks, Angela Jackson, Julia Robison, Alison Taylor, Courtney Bryant, Elizabeth Gayfield, Steven Shook, Angela Polk

Senators Absent: Jennifer Ruud, Thomas McDaniel, Jason Cole, Jason Davis, Shad Foley, Taylor Ingram, Kimberly Klotz, Natalie Shock

I. Call to Order

- A. President Eslinger called the meeting to order at 10:01 am.

II. Approval of August 25, 2021 Meeting Minutes

- A. The minutes from the August 25, 2021 meeting were reviewed via email and approved electronically.

III. Guest Speakers

- A. Moriah Bruner, BeWell Wellness Coordinator
 - 1. Bears Living Well Powerpoint Presentation
 - a) As of 9/4/21 over 1,200 employees have been approved to receive the vaccine incentive (more than 75% of our workforce!)
 - b) BeWell is Employee Wellness Program for faculty and staff
 - c) Provide FREE wellness webinars, health coaching, nutrition counseling, HPER Center resources, and weight management and diabetes education programs (<https://uca.edu/bewell/resources>)
 - d) Mental Health Support Resources
 - (1) Employee Assistance Program (see below)
 - (2) Coping and Thriving During COVID-19

- (3) Covid Stress Relief and Release Employee Resource Groups (September - November)
- (4) Grief, Loss, and Ongoing Change, Pandemic Grief Session (September 14)
- (5) Mindfulness Mondays: Mini-Guided Meditations (September 13-December 13)

- e) BeWell Calendar (<https://uca.edu/bewell/calendar>)
- f) Incentives include Health insurance premium (\$20 or \$40 per month) discount and BearBucks rewards (up to \$100)
- g) Must log health and wellness activities on <https://myhealthcheck360.com> or mobile app by October 31 to receive Lifestyle Rewards

B. Emily Durham, Employee Assistance Program

1. <https://uca.edu/bewell/eap/>
2. Provide free, confidential, short-term counseling (10 sessions) and provide recommendations and referrals to appropriate resources for UCA employees and their families
3. Workplace services like trainings and debriefings
4. In-person, phone, and video sessions available

IV. Officer Reports

A. President, Nadia Eslinger

1. Pandemic Planning Meeting - BearsVax Campaign ongoing
 - a) Though our state has felt significant negative impacts from the Delta variant, we are beginning to see positive trends [in our data](#). However we can not let up! Masks and vaccinations are working. #Bearsvax
 - b) Attorney General Leslie Rutledge filed an appeal on mask mandate ban (ACT 1002). Trial is currently scheduled to begin in November but could be expedited.
 - c) Reminder that COVID booster (third dose) for immunocompromised faculty and staff is available in the Student Health Center with an appointment.
 - d) Flu Vaccine Clinic will be held on campus on October 5 and 19
2. Campus Talks hosted by President Davis are coming up
 - a) In person, but will be recorded

- b) September 28, October 19 and November 2 during X-Period
- 3. Coffee and Conversations with Staff and Faculty Senates Presidents and Execs will be held on Monday, September 13 from 2-3 pm in Starbucks
- 4. COVID Leave Time is available (up to 80 hours) once all other leave time has been exhausted (Leave of Last Resort)
 - a) Expectation that managers and supervisors are being flexible with staff who have a legitimate need- if this is not happening staff can contact President Eslinger directly
- 5. Employee of the Year recipients-discussing ways to show appreciation for them such as a Luncheon, season tickets to Reynolds shows, season tickets to sporting events, etc.
- B. Vice-President, Carlos Herrera
 - 1. No report
- C. Treasurer, Kristin Jetts
 - 1. Going to vote on budget today
- D. Secretary, Garth Clayborn
 - 1. No report
- E. Parliamentarian/Historian, Melanie Straw-Watson
 - 1. No report
- F. Ex Officio, Steven Shook
 - 1. Working on meeting with state senators and representatives and some topics to discuss; will try to schedule meetings with Staff Senate in October or November

v. Senate Committee Report/Highlights

- A. Courtesy Committee: Five cards were sent out last week
- B. Reynolds Committee
 - 1. All six fall performances are fully staffed
 - 2. Masks highly encouraged
 - 3. Timed arrivals
 - 4. 14 shows happening in the spring
- C. Football Committee
 - 1. Masks highly encouraged
 - 2. First home football game of the season on Saturday, September 18.

D. Emergency Fund Committee

1. Another request--voting tomorrow

VI. University Committee Reports

A. Committee on Committees

1. Went over committee charges and expectations
2. Meeting tomorrow to discuss university committee appointments

VII. Campus Q&A

- A. None

VIII. Constituent Concerns

- A. Another personnel issue was received. Discussed with the executive board ways to support staff with anonymous concerns. It is almost impossible to assist someone if we do not know who they are. We have shared the concern with upper administration and will advocate that the matter be investigated fully. If staff need to submit concerns anonymously President Eslinger wants to remind staff of the [Confidential Reporting Hotline](#) available to report concerns anonymously, 24-hours-a-day, 7 days-a-week, the Staff senate contact form should include staff members contact information
- B. Concern about Leave of Last Resort - a staff member expressed concern that some employees use their leave time irresponsibly and those who do not, should also be able to have access to the COVID leave, even if they have sick or annual leave available. President Eslinger explained COVID leave as a last resort was requested and approved by the state to support employees who would lose pay if they had to quarantine or take care of family members. While additional COVID leave for all employees would be nice, the university is unable to sustain such expenses.

IX. Old Business

A. Vote on [Constitutions/By-Laws Update and Revision](#)

1. Senator Watson moved the motion, Senator Jetts seconded the motion.
2. Senate voted by Zoom poll and motion passed.

X. New Business

A. Vote on 2021-22 Budget

1. Senator Watson moved the motion, Senator Fricks seconded the motion.
2. Senate voted by Zoom poll and motion passed.

XI. Good and Welfare

- A. Retirement Party for Susan Peterson in Harrin Hall 117 tomorrow (Thursday) from 9-11 am
- B. Food/Supplies Drive for those impacted by Hurricane Ida
- C. First2Go Week at UCA (for first generation college students)
- D. Next Staff Senate meeting on September 29, 2021
- E. No Meeting Monday on September 20th

XII. Adjournment

- A. Senator Watson motioned to adjourn. Senator Isom seconded. Motion carried.