



October 13, 2021

Staff Senate Meeting Minutes

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

Senators Absent: Jason Davis, Shad Foley, Veneta Fricks, Taylor Ingram, Kimberly Klotz, Thomas McDaniel, Angela Polk

I. Call to Order

- A. President Eslinger called the meeting to order at 10:03 am.

II. Approval of September 29, 2021 Meeting Minutes

- A. The minutes from the September 29, 2021 meeting were reviewed via email and approved electronically.

III. Guest Speakers

- A. Amy Hawkins, Steven Shook, and Charlotte Strickland, Professional Development

- 1. UCA Values Presentation

- a) University of Louisville has Cardinal Principles - a set of guiding principles that shape our community and our actions.

- (1) Community of Care

- (2) Accountability

- (3) Respect

- (4) Diversity and Inclusion

- (5) Integrity and Transparency

- (6) Noble Purpose
- (7) Agility
- (8) Leadership
- b) Professional Development Hub webpage
 - (1) Hoping to launch website at the end of October
- c) What are UCA's actual values and how are they integrated into everything we do?
 - (1) UCA Mission and Capital Campaign Pillars
 - (a) AVID (Academic Vitality, Integrity, and Diversity) is a summary of our mission but not UCA's core values
 - (b) Capital Campaign Pillars: Success, Wellness, Excellence, and Culture. Public-facing "buzzwords" but not internal values. Don't guide our day-to-day behavior.
 - (2) UCA Values (approved by Board of Trustees)
 - (a) Intellectual Excellence
 - (b) Community
 - (c) Diversity
 - (d) Integrity

IV. Officer Reports

A. President, Nadia Eslinger

1. Pandemic Planning Meeting
 - a) Decline in COVID cases on campus
 - b) .07 % positivity rate last week
 - c) Faulkner County and UCA will be moving to "yellow status" very soon, possibly in the next week or two. When this happens, masks will be *encouraged* but not *required* in campus buildings
 - d) Vaccine Clinic was a huge success last week. Waitlist for flu vaccine for upcoming vaccine clinic on October 19
2. Board of Trustees approved a Health Insurance premium increase (4.9%) for next year.
3. Board of Trustees approved several contracts at last week's meeting

4. Employee of the Year Reception last week was much appreciated
 5. "Thank You Breakfast" for Student Health was much appreciated
 6. Google Suite Trainings coming on October 28 via Zoom. Registration link coming soon! Will be offered monthly.
 7. Coffee and Conversations moved to next Monday, October 18 at 3 pm. Free conversation, and Think! coffee available for purchase.
 8. ROI session next Tuesday during X-period in COB Auditorium. Facilitated by Dr. Poulter and will focus on Student Success.
- B. Vice-President, Carlos Herrera
1. No Report
- C. Treasurer, Kristin Jetts
1. \$1,500 allocated to purchase promotional items
 - a) 1,000 pens
 - b) 1,000 post-it notepads
 - c) 1,000 stickers
- D. Secretary, Garth Clayborn
1. No Report
- E. Parliamentarian/Historian, Melanie Straw-Watson
1. No Report
- F. Ex Officio, Steven Shook
1. No Report

V. Senate Committee Report/Highlights

- A. Courtesy Committee: No cards to be sent this week
- B. Winter Feast Committee met earlier this week.
1. Waiting to hear back from Amy about possible dates but will give an update at the next meeting
- C. Professional Development Committee awarded funds for Quarter 2.
- D. Angel Bear Committee met last week. Applications are out and trees are going up in early November.

VI. University Committee Reports

- A. Parking Appeals Committee Hearing last Tuesday.
- B. Housing Lease Exemption Committee met virtually.

- C. Homecoming Committee has been meeting regularly. Homecoming Week is November 1-6.
 - 1. Office Costume Contest happening. At least 3 people in the office must dress up. Superhero theme. Prizes will be awarded.
 - 2. Food Pantry Drive is also happening.
- D. Committee on Committees meeting cancelled this week but will vote over email about Faculty Senate appointments to University Committees.

VII. Campus Q&A

- A. None

VIII. Constituent Concerns

- A. Remote Work Concern

- 1. Is the Staff Senate still actively advocating for Remote Work?
 - a) Staff Senate does support a Remote Work Policy. We believe there is benefit. HR is researching and will be creating a policy, and we have provided feedback. This policy will take some time to develop and get approved. At this time we are no longer in a state of emergency, due to the pandemic. If an individual employee has an emergency that requires flexibility they are expected to work with their supervisor to create a plan that works for their office. If this can not be achieved they should work through the proper chain of command.
- 2. Why have several ATMs in the Student Center been removed?
 - a) Banks choose when they provide ATMs on campus. They determined they were being under-utilized so banks chose to remove them. UCA has little control over this.

IX. Old Business

- A. None

X. New Business

- A. Sugar Bears Joint Resolution
 - 1. Joint Resolution between Faculty Senate, Staff Senate and SGA to change the name "Sugar Bears" to "Bears" for women's Basketball and Volleyball teams. Other women's athletic teams have already adopted "Bears" as their official name
 - 2. "Sugar Bears" has never been an official name or logo
 - 3. Concerns about how the name "Sugar Bears" would be perceived by other teams in the ASUN conference and by prospective female athletes
 - a) University and community perception. "Sugar" may be offensive and belittling to women.

4. Have the student athletes had a voice in this decision?
 - a) It will be discussed with the athletic teams
 - b) Student athletes may not feel comfortable sharing their opinions with someone who has power/authority over them
 5. Amber Wilson shared Faculty Senate's perspective
 6. Senator Clayborn motioned to support this resolution. Senator Shook seconded the motion. Motion passed. 16 yes, 2 no, 2 abstaining.
- B. Promotional Items
1. Senator Herrera motioned to allocate up to \$1,600 to purchase promotional items from the agency account. Senator Watson seconded. Motion passed. 20 yes, 0 no, 0 abstaining.

XI. Good and Welfare

- A. Arkansas Coding Academy Demo Day and 5 year Celebration.
 1. McCastlain Ballroom, 3-5 pm, October 15, 2021
- B. Football Volunteers still needed for this Saturday's game
- C. Beauty and the Beast production next weekend at Conway Junior High School
- D. Richard Hammond appreciative of UCA community support during his recent loss.

XII. Adjournment

- A. Senator Watson motioned to adjourn. Senator Shook seconded. Motion carried. Meeting adjourned at 11:04 am.