

## Regular Meeting Agenda

June 14, 2023

10:00 am

Wingo 315

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**Senators Absent:** Alison Taylor, Christy Dade, Courtney Bryant, Jennifer Olson, Julia Robinson, Myron Kuykendall, Paige Dutton, Richard Hammond, Ricky Harris, Robyn Smith, and Tajaro Hudson

**Senators Present:** Angela Jackson, Audreka Peten, Carlos Herrera, Danielle Kraus, Elizabeth Gayfield, Eric Fulton, J.W. Calvery, Jennifer Ruud, Jennifer Day, Jessica Taylor, Lynetta Morris, Melanie Watson, Nadia Eslinger, Natalie Shock, Robby Burton, Sherita Kern, Tina Wells, Travis Johnson, Veneta Fricks, and Whit Ables

**I. Call to Order**

A. President Herrera called the meeting to order at 10:02 am.

**II. Approval of the Minutes previous meeting**

A. 5/31/23 minutes approved via email.

**III. Guest Speakers**

A. None

**IV. Officer Reports**

A. President, Carlos Herrera

1. Senator update.
2. Governor Sanders' proclamation for merit pay for employees does not apply to higher education employees.
3. Retreat updates - Shirts ordered, journals are in, agenda almost ready and will be sent early next week.
4. RFP committees for beverage and UCA Bookstore contracts have been completed. Pepsi will be the new beverage vendor. Dr. Pepper will still be available in fountain drinks, but not bottled due to bottling rights.

B. Vice President, Jennifer Ruud

1. Thanks President Herrera for your awesome leadership and wisdom this year. The Exec board have been awesome leaders and mentors, and thanks Staff Senate for your commitment!

C. Treasurer, Angela Jackson

1. No report.

D. Secretary, Christy Dade

1. No report.

E. Parliamentarian/Historian, Melanie Watson

1. No report.

F. Ex Officio, Nadia Eslinger

1. No report.

**V. Senate Committee Reports**

A. Courtesy

1. 2 card requests.
- B. Professional Development
  1. \$5,800 awarded for Quarter 1

## **VI. University Committee Reports**

- A. Food Truck Committee
  1. Moving to committee on committees to be determined as a university committee.

## **VII. Constituent Concerns**

- A. Salary Compression
  - See below. Forwarded to President Davis and Amy Whitehead, Chief of Staff.
    - a) Inconsistencies with requirements and pay are a concern. Degree (ex. high school vs bachelors)
- B. Maternity Leave
  - 12 weeks of maternity leave will be granted for all employees. This includes employees who adopt as well. This practice will come into effect July 1st. Employees must work at UCA for a total year for it to count.
- C. Juneteenth
  - See below. Forwarded to President Davis and Amy Whitehead, Chief of Staff.
    - a) While Juneteenth is a federal holiday, the Arkansas state government would still have to announce that offices will be closed. UCA is not at liberty to make that decision unilaterally.
    - b) Staff Senate exec will communicate this constituent concern with additional ideas as presented by Staff Senators.

## **VIII. Old Business**

- A. President Stipend - results
  1. Poll went out Friday 6/9/23 and closed Tuesday 6/13/23. 80/20 voted in favor of the stipend out of the 99 participants. The vote passed.

## **IX. New Business**

- A. Operations Manual - There were minor changes to the committees with goals and structure.
  1. Outreach and Communications Committee
    - a) Charge: The goal of this group is to align the Staff Senate's image to the various parts of the university and ensure effective communication is reaching each area of constituents.
    - b) A new charge to add for FY24: Assist Secretary and Historian to update and maintain the Staff Senate website. Assist Secretary/Historian with social media (Facebook, Instagram, etc.) and other communications as needed.
  2. Motion to make change by Senator Watson, seconded by Senator Eslinger. Staff senate voted. Motion passed.
- B. July 12th Meeting
  1. Canceled July 12th meeting, and the first FY24 meeting will be held July 26th
  2. Motion by Sen. Ables, seconded by Sen. Taylor. Staff senate voted. Motion passed.

## **X. Good and Welfare**

- A. Ex Officio Nadia Eslinger
  - 1. The Conway Branch of the NAACP will be hosting a Juneteenth Celebration at the MLK Park in Downtown Conway on Saturday, June 17th from 12:00pm-4:00pm. There will be entertainment and vendor booths. Ex Officio Eslinger will be at a booth selling her journal and books by author Aidan Eslinger.
- B. Senator Eric Fulton
  - 1. Employee of the Year nominations are still open until the end of June.
- C. Senator J.W. Calvery
  - 1. The library staff is doing paperwork.
- D. Senator Danielle Kraus - Starbucks Summer hours
  - 1. Starbucks in the library is only open Monday-Friday from 8:00am-12:00pm.
- E. Senator Sherita Kern - Miss UCA at Miss Arkansas
  - 1. Miss UCA Jada Simpson competed in the Miss Arkansas Scholarship Pageant, and was selected as a Top 15 finalist of 47 contestants. She also won awards during the pageant to include Alpha Preliminary Talent Award and Overall Dancer Award.
- F. Senator Whit Ables
  - 1. Thrilled to be here. It's been great working with Staff Senate and looking forward to the future.

## **XI. Adjournment**

- A. Motion to adjourn at (insert time) by Senator (Watson), seconded by Senator Gayfield). 10:23 adjournment.

Important Dates:

**June 14** - Exec Meeting with President Davis

**June 21** - Retreat - McCastlain Ballroom

## **Constituent Concerns**

### **Salary Compression**

**5/23/2023** - I just saw on the Board of Trustees Agenda that UCA is asking for the minimum wage for all full-time staff to be raised to \$13 per hour. That's great, but it also means that my salary as an Admin III with 15 years of service will be only about \$1000 more per year than the salary of an Admin II with 6 months of service.

Do you know if there's any kind of plan in the works to at least attempt to offset that salary compression? I mean, I do appreciate the 2% COLA, but still...

**6/13/2023** - I am an Admin III and I have been at UCA for 24 years and still only make \$29,020, that is only \$13.95 an hour. There is an Admin II in my College that has only been here for 2 years and will now be making \$27,074 because of the recent increases that some employees will be receiving. Something is terribly wrong with this, it is like a slap in the face for those of us who have been loyal to UCA for many years and have to watch everybody else being rewarded with a pay raise but we are not even considered. I don't want my name out there but I know that I am not the only one that is feeling the unfairness of who gets a pay raise and who is just ignored.

## **Juneteenth**

**6/13/2023** - President Biden signed June 19 (Juneteenth) into a federal holiday on June 17, 2021. Currently, 26 states have made June 19th a permanent state holiday. Our UCA holiday calendar uses the 11 federal holidays in place and I wondered why Juneteenth hadn't been added when it is a federal holiday. Then, I learned that States decide on this. If the Governor/Board were to approve Juneteenth, it could be celebrated during the Winter break and 1 less day of vacation/Comp would need to be used. Please let me know your thoughts.

Also, it appears that many of the States that have not passed the holiday into a state holiday are those in the "south" - further stigmatizing our State. I know UCA wants to stand for diversity and inclusion, so we should bring this to state government. Thanks.