



Regular Meeting Agenda

November 29, 2023

10:00am

Wingo 315

Senators Absent: Jennifer Day, Jennifer Olson, Alison Taylor, Veneta Fricks, Jennifer Jones, Melanie Watson, Ricky Harris, Tina Wells

Senators Present: Audreka Peten, Carlos Herrera, Christy Dade, Eric Fulton, Emily Hall, J.W. Calvery, Jasmine Driver, Jenny Ruud, Jessie Taylor, Natalie Shock, Richard Hammond, Robby Burton, Robyn Smith, Shelley Vangnes, Sherita Kern, Tiffany Turner, Travis Johnson, Trisha Clark, Whit Ables, Bryttani Bartlett, Dylan Richardson, Nadia Eslinger, Millie Goins, LeSha Smith, Angela Jackson

I. Call to Order

A. President Ruud called the meeting to order at 10:00am.

II. Approval of the Minutes of previous meeting

A. 11/9/23 were sent out and pending approval. Will be added to the staff senate website

III. Guest Speakers - Bridget Fortenberry

A. Was unable to join us and will be rescheduled in the spring.

B. We forwarded along some questions that Senators had for HR, including some that were immediately answered:

1. BeWell - Taylor May is the interim; bearbucks should be available in December to those that qualified; and the job has been posted.
2. A general question from an anonymous constituent about how to handle injuries in the workplace/safe environment. Please note that anyone who has been injured on the job or is feeling unsafe should contact HR immediately for assistance.

IV. Officer Reports

A. President, Jennifer Ruud

1. Compensation - The University is planning to have an external entity conduct an independent compensation study that takes into account many factors. Staff Senate and Faculty Senate leadership will work together along with our various compensation committees and Senate bodies and the results of this study will greatly inform our setting of priorities through FY 27-30. What areas do we focus on moving forward? What are our priorities for employees? The results of this study will help guide these conversations.
2. Aviation Academy - UCA announced new program and partnership for UCAAA; please see here for more information: <https://uca.edu/aviation/>

- B. Vice President, Whit Ables
 - 1. Reminder to get your senate volunteer hours in; we can always use volunteers. [Volunteer Opportunities](#)
- C. Treasurer, Angela Jackson
 - 1. November Treasurer report
 - a) \$2,051 supplies and services requisition has been sent to Darryl Walsh for the volunteers for athletic games.
 - b) \$263.63 was deposited to the Angel Bear foundation account.
 - c) 2 reimbursements from the Angel Bear foundation account were made for supplemental gifts and supplies.
 - d) 1 reimbursement is processing for WinterFeast supplies.
 - e) Waiting to hear back about the final amount needed to sponsor Canva Pro seats.
 - f) Staff Senate accounts are still healthy.
- D. Secretary, Veneta Fricks
 - 1. Absent, no report.
- E. Parliamentarian/Historian, Melanie Watson
 - 1. Absent, no report.
- F. Ex Officio, Carlos Herrera
 - 1. Staff Senate shirts for all staff are still being distributed from the Brewer-Hegeman Conference Center. There are plenty of XL-5X shirts remaining, less than five smalls and larges, and no mediums.

V. Senate Committee Reports

- A. Courtesy Committee
 - 1. 3 cards requested.
- B. Professional Development
 - 1. 14 people awarded for Quarter 3; roughly \$9400 awarded. Quarter 4 applications will be available February 5-16, 2024. For more info, [Apply here](#).
- C. Angel Bear
 - 1. Shopping is done for the angel bears. Pick-up will be December 14-15. Food for families will be provided by the Bear Essentials food pantry.
- D. WinterFeast
 - 1. Tickets are live, and the last day to buy tickets is Friday, December 1st. You can buy your [tickets here!](#)
 - 2. Door prize donations are due to Melanie Watson and Whit Ables by December 4th.
- E. Outreach and Communications
 - 1. Asking \$760 for a line dancing instructor in the spring. More details below in New Business.

VI. University Committee Reports

- A. Strategic Planning

1. Met on November 17th. Due to the FAFSA being unavailable until tentatively December 31st, the roll out for eligibility information will not be available to high school students until January.

VII. Constituent Concerns/Communication

A. Class Registration - *There was a constituent concern about staff registering for classes. The constituent's concern is that first-year students get priority, taking the availability of classes staff need and could register for, and the constituent wants to know if there could be a way for staff to register for classes early.*

1. Response: President Ruud has relayed this concern to the Registrar's office.

B. Faculty Lounge - *I'm submitting this, my first constituent concern ever, regarding the conversations about the proposed "faculty lounge" that is in the works. I've been reading the FS Meeting Minutes on this particular topic and find the discussions to be unnecessarily divisive and potentially harmful. Since the minutes suggest this will soon be brought up to the Staff Senate, I thought I would share my concerns and those of many others I've spoken with about this.*

1) With respect to the statements made about UCA having no other "faculty-only" space. To the best of my knowledge there is not currently, nor has there ever been any "staff-only" spaces, again because this seems unnecessarily divisive. In fact, Staff Senate has historically spent hundreds of thousands of dollars on events and initiatives that are inclusive of faculty, such as the Spring Social, Winter Feast, Angel Bear, etc. which faculty have and continue to benefit from despite them being a Staff Senate funded and executed initiatives,

2) If a main topic of conversation is that it will be a challenge to get faculty to utilize the space, why exclude staff who in many cases, teach courses and collaborate with faculty on HIPs, classroom accessibility, technology, etc? The Faculty Senate's willingness to spend thousands of one-time dollars on more effectively "detering non-faculty from entering" and the comments implying looting could take place if staff were permitted entry is deeply upsetting to me, personally, and I think deepens the division between faculty and staff.

3) I won't get into the issues of privacy because this seems to be a non-issue since, to the best of my knowledge, all faculty have offices in which to have "private" staff-exclusive conversations if necessary, but I think the other concerns of logistics and scheduling could be more effectively addressed with a more collaborative approach. If it is the spirit of this space to promote collaboration, it seems at least worthy of a conversation with Staff Senate Execs to discuss the possibility of Staff Senate contributing funds, scheduling management, etc. which may be

more of a challenge for the Faculty Senate, which has one-time money, and no EMS accounts as far as I know.

I apologize if this concern seems combative, but I just wonder what more could be achieved with an inclusive, collaborative approach to this space.

1. Response: President Ruud has shared these concerns with Faculty Senate leadership. The Faculty Senate's conversations about this are ongoing.
- C. Constituent Concerns - *I noticed that Staff Senate constituent concerns were removed and/or shortened for the meeting minutes, which I'm told was per the request of the administration, but I would suggest this decision be re-evaluated. I think it's important for constituents to see the concerns brought to the Senate by their colleagues.*
 1. Response: President Ruud - Nobody from administration has requested that meeting minutes are not public. This was just a genuine oversight on our part; we will make sure to include the full concerns moving forward and we will also amend the past minutes to correct the issues.

VIII. Old Business

- A. Constitutional Amendment
 1. The by-laws committee heard the replies from the initial feedback. Updates were made and resent November 14 [Senate Constitution Update](#)
 2. Voting started on November 28 and will conclude December 6. You can cast your vote here: [Senate Constitution Vote - Nov. 2023](#)

IX. New Business

- A. Outreach and Communication - Funds for a line dancing instructor as part of our "Get Up and Get Moving" initiatives. Classes would start January 22nd and run through mid April. Open for staff and faculty to attend. Classes to be held in the Farris Center. The start time for classes will be 5:00 pm. Two line dances will be taught during each session.
 1. Motion: "Allocate \$760 to pay an instructor for services from the Continuing fund, 150042"
 - a) Motioned by Senator Dylan Richardson, seconded by Vice-President Whit Ables
 - b) Discussion and questions followed
 - (1) Do we have a teacher in mind? - Denicha Kemp has been solidified as the line dance instructor.
 - (2) Is the \$760 for overall salary or salary plus fringe? Yes, because Denicha is a staff member, fringe benefits are included.
 - c) Motion passed

X. Good and Welfare

- A. Senator Jenny Ruud

1. Important dates and events upcoming (see below).
- B. Senator Tiffany Turner
 1. SGA will be hosting the “Food For Fines” drive on December 7th. This will allow you to donate food to pay off traffic fines (up to a certain limit)
- C. Senator Richard Hammond
 1. The HPER also has exercise classes available each semester
- D. Senator Millie Goins
 1. Mental Health First Aid training was hosted for several UCA faculty and staff last week. Several faculty and staff will also participate in a train the trainer session December 13th-December 15th.
- E. Senator Angela Jackson
 1. Graduating event “Paws up, Caps off” will be hosted at Buffalo Alumni hall on December 13th at 5:00 pm. Students can decorate their caps and grab some photos before the big day. Open to all graduating students. For more information click [here](#).
- F. Senator Trisha Clark
 1. Reception for Central Arkansas artists coming up; Baum Gallery still has some lovely work up.
- G. Senator Eric Fulton
 1. The Torreyson Library is teaming up with ArPBS to host a sweater drive; still taking donations but so far the response has been overwhelming. The Library also has an elf station set up so you can “Elf Yourself” with a fun photo opportunity. Also, we are doing the warming tree again, stop by and come see about it.

XI. Adjournment

- A. Motion to adjourn at 10:31am by Senator Richard Hammond, seconded by Senator JW Calvery.

Important Dates:

December 5th - Faculty/Staff Senate Holiday Reception 5pm–6:30pm (at the President’s house)

December 6th - WinterFeast

December 13th - President’s Holiday Breakfast

December 18th-20th - Remote Work

January 2nd - Remote Work

April 8th – Total Solar Eclipse Events

Upcoming Guests

Feb 28th - Dr. Angela Webster