



Regular Meeting Agenda
February 28, 2024
10:00am
Wingo 315

Senators Absent: Alison Taylor, Bryttani Bartlett, Carlos Herrera, Christy Dade, Dylan Richardson, Jennifer Jones, LeSha Smith, Richard Hammond, Ricky Harris, Robby Burton, Robyn Smith

Senators Present: Audreka Peten, Angela Jackson, Eric Fulton, Emily Hall, J.W. Calvery, Jasmine Driver, Jennifer Day, Jennifer Olson, Jennifer Ruud, Jessica Taylor, Melanie Watson, Millie Goins, Nadia Eslinger, Natalie Shock, Shelley Vangsnes, Sherita Kern, Tiffany Turner, Tina Wells Travis Johnson, Trisha Clark, Veneta Fricks, Whit Ables

I. Call to Order

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

II. Approval of the Minutes of previous meeting

A. 2/14/24 were approved and posted on the Staff Senate website.

III. Guest: Dr. Angela Webster, Chief Diversity Officer & Associate Vice President for Institutional Diversity

A. In Their Own Words: Black Men's Experience Qualitative Project on Social and Academic Life

1. DAC Committee created this subcommittee to examine the impact of the UCA campus climate on African American male students
2. Key findings of the project identified six major themes: Academic Environment; Predominantly White Institution (PWI) Awareness; Relationships; Resources; Response to Negative Stereotypes; and Success
3. Recommendations from the study:
 - a) Expand opportunities for mentoring and support for Black male students, including but not limited to peer coaches, supplemental instructors, and the development of the Minority Mentorship Program (MMP) II.
 - b) Increase faculty (*and staff*) awareness of the experiences of Black male students on campus and the need for positive interactions, academic engagement, and service.
 - c) Identity strategies to implement a pipeline project to ensure proportionality in enrollment numbers.
4. See attachment for full details of the study.

IV. Officer Reports

A. President, Jennifer Ruud

1. Leap Back Into Staff Senate 40th Anniversary event will be from 3:00pm-6:00pm on tomorrow, March 29th in the Buffalo Alumni Hall. Senators are encouraged to attend.
 2. Dr. Jones-Branch, the first Provost Candidate will be in the McCastlain Ballroom today. Staff and Faculty Senates will have the opportunity to meet with her at 12:30pm today. Please attend if you are able.
 3. Pending Board approval (in May), Staff enrolled as students may no longer have to pay the access and security fee.
 4. The senate exec board made the decision to slightly alter the employee of the quarter public acknowledgement timeline. At the employee service awards, we will now honor Quarters 3 and Quarter 4 from the previous year and Quarters 1 & 2 from the current year. At this April ceremony, however, we will acknowledge Q4, Q1, and Q2 as Q3 from the previous year has already been publicly acknowledged.
 5. Staff Senate Retreat will be held on Wednesday, June 12th at 10:00am. The location is to be determined.
 6. President Davis will join us for the last Staff Senate meeting on May 29th.
 7. Sign up [here](#) to volunteer for the different eclipse events if you are able.
 8. Kudos to the newsletter! It looks good!
- B. Vice President, Whit Ables
1. If you are an at-large senator, please respond to the email you received about your interest in returning to the senate. Election information and senate vacancy listings will go out soon!
- C. Secretary, Veneta Fricks
1. No report.
- D. Parliamentarian/Historian, Melanie Watson
1. No report.
- E. Ex Officio, Carlos Herrera
1. No report.

V. Senate Committee Reports

- A. Courtesy Committee
1. 4 cards requested.
- B. 40th Anniversary
1. Event is tomorrow, March 29th.
 2. Senators will help set up at 2:30pm. Preparation for the event will be in Brewer-Hegeman at 11:00am.
 3. President Davis will speak at 3:15pm.
- C. Professional Development
1. Received 17 applications, and \$12,000 was awarded.
- D. Outreach & Communications
1. The Staff Senate newsletter is out. View [here](#).
 2. Staff Senate will host another Whine & Cheese event on March 28th from 4:30pm-6:00pm in Skyboxes overlooking Estes Stadium.
 3. Line Dance classes are going well! Join us to learn Kick Rocks for the eclipse Kickoff and Texas Hold 'Em!

- E. Spring Social
 - 1. There will be a fun new initiative this year in lieu of pie in the face.
 - 2. Adams Catfish will cater spring social this year.
 - 3. There will be games and giveaways as well.
- F. Employee of the Quarter 3 Timeline
 - 1. Nominations: April 1st-12th
 - 2. Committee Voting: 15th-19th
 - 3. Result Announcement: April 24th
- G. Basketball
 - 1. The Sugar Bears are doing really well in basketball, and we will potentially host a home game March 9th at 7:00pm, and we will need volunteers. A representative from the Basketball Committee will be reaching out to the Senate for help if needed.

VI. University Committee Reports

- A. None

VII. Constituent Concerns/Communication

- A. **Constituent Concern:** Following up on ticketing in the Ronnie Williams Student Center parking lot.
 - 1. **Response from President Jenny Ruud:** UCAPD is ticketing in the lot for those who are not parked in the correct designated parking.
- B. **Constituent Concern:** Following up on the Reynolds handrails and ADA concerns on the balcony level.
 - 1. **Response from President Jenny Ruud:** Kevin Carter, AVP for Facilities visited Reynolds to inspect the area and reported that the area was up to code.
- C. **Constituent Concern:** " I want to bring a constituent concern to the Staff Senate regarding a parking issue. Over this past summer there was a townhouse complex behind the Conway Corp/Lewis Science building that was demolished. A new parking lot was created for faculty and staff parking, which was greatly needed in this area. This morning as I was getting out of my car, I noticed they have made one whole row into metered parking. However, all lines are still painted yellow indicating faculty/staff parking, which should be covered by our annual parking fee. (Pic attached for reference.) When I came into the office and mentioned this to some coworkers they told me they parked there on Friday morning and there were not any signs up. When they left for the day at 4:30 the signs were up and every car parked in that row had a warning ticket on it, even though no one was made aware this was going to be taking place during the day. We all feel this should solely be a faculty/staff parking lot since there are many other parking lots for students down Western Ave. and Augusta Ave., some with metered parking. I did park there this morning, along with a few other people that did not notice the metered parking signs either. (I did not notice the signs until I had parked, gotten out of my car, and was walking away. All I saw were the yellow lines as I was parking.) I will notify you if I receive a ticket for parking there when no notice or

warning of this change has been given, or parking lines being painted a different color. Thank you for your time and help!"

1. Response from President Jenny Ruud: Staff Senate will forward this concern to UCAPD.

D. Constituent Concern: "I recently witnessed that the south side of McAlister Hall went through a second round of construction project to lay a sprinkler system. The second project started off only a week or two after the big project was completed and new sod was laid in the same area. It was just sad and upsetting to see that the area had to be dug again and newly laid sod had to be removed. I wonder whether or not these two projects could have been combined into one resulting in use of less public money."

1. Response from Kevin Carter, AVP for Facilities: "Thanks for passing this along! I'll try to make this brief. The project was done by Kinco Construction, and we did not include the sprinkler system in their scope of work because we have an irrigation department at the Physical Plant. This saved us a lot of money by doing the work in-house with our staff. The reason it was done after the sod was laid is that we had to let Kinco complete their scope and finish their contract before we could begin. Because the sod is dormant and hadn't taken root yet, we were able to reuse all of it so no additional sod was used or needed. Also, this project was completely grant-funded through ANCRC so no university funds were used other than the irrigation parts. Hope this helps! Matthew is copied on this email. Please don't hesitate to reach out if you have any follow-up questions."

VIII. Old Business

A. None

IX. New Business

A. None

X. Good and Welfare

A. Senator Jennifer Ruud

1. Please join us for the Leap Back into Staff Senate event.

B. Senator Veneta Fricks

1. The Dean of Students, Campus Recreation & Wellness, and Addiction Studies is hosting the BearTruth Safe Spring Break Wellapalooza on March 7th from 11:00am-2:00pm on the Student Center Lawn.

C. Senator Nadia Eslinger

1. Please consider donating to 1st Gen at UCA for Day of Giving.

D. Senator Jessica Taylor

1. Athletes are participating in life skills programming to include financial literacy.

2. Athletes will participate in the Samaritans Feet Shoes of Hope on March 26th during parent-teacher conference night.

3. Athletics will host the bone marrow donor drive April 17th-18th.

- E. Senator Sherita Kern
 - 1. March 6th is the all majors Career Fair in the RWSC. It is free to UCA students and alumni with 70 plus employers.
 - 2. Please consider donating to the WOW Closet for the day of giving. The WOW Closet is open to students for professional clothing.
- F. Senator Millie Goins
 - 1. The Out of the Darkness Walk will be April 13th at Hendrix College.
 - 2. Free swim classes are available for staff and students. Email Evan Johnston (ejohnston1@uca.edu) to sign up.
- G. Senator Angela Jackson
 - 1. March 2nd will be the annual Miss Essence Pageant. Please come out to support the 7th contestants.
 - 2. Please consider donating to the Office of Diversity and Community on Day of Giving.
 - 3. The Bridging the Gap program was a success!
- H. Senator Tiffany Turner
 - 1. SGA will be hosting food for fines from March 25th through March 28th at a table on the first floor of the RWSC.

XI. Adjournment

- A. Motion to adjourn at 10:55am by Senator Eric Fulton seconded by Senator Emily Hall.

Important Dates:

March 1st - Focused Friday
 March 4th - Staff Senate Paid Line Dance Class
 March 11th - Employee Paid Line Dance Class
 March 14th - Campus Talk
 March 25th - Employee paid line Dance Class
 April 5th - Focused Friday
 April 8th – Total Solar Eclipse Events
 April 26th - Spring Social
 May 3rd - Focused Friday
 May 3rd - May 4th - Spring Commencement

Upcoming Guests

March 13th - Charlotte Strickland, LEAD Program
 May 29th - President Houston Davis

Black Men's Experience at UCA **A Subcommittee of the Diversity Advisory Committee** **Report - Spring 2024**

Project Overview

The charge for the Black Male Experience Committee (BMEC) for Academic Year (AY) 19-20 focused on the academic experiences of Black men at UCA. During Fall 2019, 516 Black men were enrolled at UCA. During that semester, the committee partnered with specific sections of ACAD 1300, *Journeys to Success*. In October 2019, 27 Black men in these sections wrote three hypothetical letters to the incoming class of Black men at UCA in response to the prompts:

- Write a letter to an incoming Black male student about what to expect academically at UCA:
 - What did your faculty expect of you? What did fellow students expect of you? What experiences should the future Black male student prepare for - good or bad? How has being a black student benefited you in the classroom?
- Write a letter to an incoming Black male student on how to be successful at UCA:
 - Share with them how you prepared for class each day and how they should prepare. What influenced your performance in the classroom? What resources did you use on and off campus? What resources should they use? What things should they do or not do to ensure their success in the classroom?
- Is there anything else future Black male students should know about being a Black male student at UCA?

Committee members engaged in the initial analysis of responses. Members completed open coding of the letters and then met as a group to identify emerging themes and create a codebook. The group then began collectively engaging in focused coding. After reviewing the original codebook and understanding the identified themes, members met to complete the focused coding of all responses.

Key Findings

- The key findings of this project identified six major themes: Academic Environment; Predominantly White Institution (PWI) Awareness; Relationships; Resources; Response to Negative Racial Stereotypes; and Success (see Appendix for detailed descriptions in the codebook).
- Academic Environment: Participants described the academic environment as having varied difficulty, requiring transition, and necessitating high expectations.

- PWI Awareness: The majority of participants expressed extreme awareness of being Black men attending a PWI. This was expressed in terms of being watched and critiqued more harshly than their non-Black counterparts.
- Relationships: Participants' relationships with faculty were often expressed in terms of conditional care. Students communicated a need to showcase care or dedication for their own work in order to earn faculty support.
- Resources: Students primarily identified Torreyson Library, Office of Student Success (OSS), and Office of Diversity & Community (ODC) as helpful resources.
- Response to Negative Racial Stereotypes: Participants' responded to such negativity by being watchful of their appearance, presenting themselves as 'respectable', and encouraging themselves to stay focused on their goals.
- Success: Identity-based organizations on campus played a critical role in the participants' feelings of inclusion and community on campus. Many participants noted that connecting with the other Black men on campus was extremely important.

Recommendations

1. Expand opportunities for mentoring and support for Black male students, including but not limited to peer coaches, supplemental instructors, and the development of the Minority Mentorship Program (MMP) II.
2. Increase faculty (*and staff*) awareness of the experiences of Black male students on campus and the need for positive interactions, academic engagement, and service.
3. Identify strategies to implement a pipeline project to ensure proportionality in enrollment numbers.