



Regular Meeting Minutes

July 9, 2025

10:00 am

Wingo 315

Senators Present: 22

Senators Absent: 5

Ex-officio: Absent

I. Call to Order

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

II. Approval of the Minutes from the previous meeting

- A. Minutes from the previous meeting have been approved and on the website.

III. Guest Speakers

- A. Madeline Kimbrell MS, RD, LD - Wellness Coordinator (mkimbrell@uca.edu), Be Well
1. Updates on Be Well program
 2. Biometric screenings available until Aug 15, 2025 at Student Health Center
 3. New App-Must create a new account to sync old and new together
 4. WaterWorks Challenge July 7-August 3, 2025 Earn 10 points for participation
 5. Supervisor Trainings-Available to anyone 7/10/25 and 10/30/25
 6. Monthly presentations- All areas of wellness-Dental Health 7/17/25
 7. Madeline is available to help in any way, call, email, or stop by with questions/concerns

IV. Officer Reports

- A. President, Dr. Veneta Fricks
1. [Staff Senate Funding Request Form](#)
 - a) Form to be filled out before funds are given
 2. Salary Study Results
 - a) Market Salary Information to Employees - June 4th
 - b) [Salary Study FAQs](#)
 - (1) If your questions are not answered on FAQ, please contact us and HR can add it to the FAQ page
 3. Physical Plant Third Party Contractors for Evening Custodians
 4. Back to School Event - August 6th
 - a) Interact with staff, box to submit concerns, drinks and freebies to give out, etc.
 - b) More information to come
 5. Two Open Senate Positions
 - a) Athletics & Academic Affairs
- B. Vice President, Sherita Kern
1. GivePulse Training and Information for Basketball, Football, and UCA Public Appearances
 2. Committee Chair Meetings and Expectations
- C. Treasurer, Shalia Delph
1. Budget Requests Due July 31st
- D. Secretary, Teresa Burton
1. No Report

E. Parliamentarian/Historian, Dylan Richardson

F. Ex Officio, Whit Ables

1. Absent/No Report

V. Senate Committee Reports

A. Courtesy Committee

1. 1 card

VI. University Committee Reports

A. No Reports

VII. Constituent Concerns/Communication

A. Constituent Concern: "I had a constituent come to me with an idea to present to the Staff Senate. They suggested maybe for a morale booster, we (staff) could dress like a student on study day. Pajamas, student-like, within reason of course."

1. Response: The executive board will take it to President Davis for consideration.

B. Constituent Concern: Request for employee resource groups being promoted in the Staff Senate newsletter. Review ways to section on ways to connect and build community on campus and highlight volunteer opportunities.

1. Response: The Outreach & Communications Committee will promote groups and volunteer opportunities as submitted to the Staff Senate newsletters.

VIII. Old Business

A. Operations Manual

B. Committee Assignments Update

IX. New Business

A. 2025-2026 Staff Senate Goals

X. Good and Welfare

A. President Fricks - Blue lights on campus are being removed due to lack of usage and some being broken. Mobile blue lights can still be used via the Safe@UCA app. Funds saved will be used toward a new app with better geolocations. Active blue lights will remain until January 2026. RWSC is remodeling restrooms on the first floor. Use second floor restrooms during renovations. The FARE voucher initiative is accessible at the Bear Essentials food pantry. Accommodations can be made for Faculty/Staff/Students who have dietary restrictions.

B. Senator Calvery - New library staff coordinator has started. Continue with reduced library hours for the summer. Back to normal hours in the Fall.

C. Senator Peten - Football volunteers needed. Especially for the Sep 6, 2025 game vs UAPB. The committee would like to have water bottles for volunteers for the beginning of the season.

D. Senator Turner- Facelift of the Student Center. Renovations of the bathrooms.

E. Senator Palmer- STEAM camp going on now on campus.

F. Senator Hammond- Summer hours at TCRC. Women's Tennis is no longer at UCA. Converting tennis courts into Pickleball courts. Two courts are already switched over.

G. Senator Dickson- Football volunteers needed, especially for the first home game (9/6/25).

H. Senator Delph- Admissions had 3 new staff members - recruiters.

I. Senator Vangsnes- Student Success gearing up for the SummerStart program. Overcapacity for program.

J. Senator Mahathay- IT is scheduled to move back to Burdick the first week of August.

XI. Adjournment

A. Motion to adjourn at 10:38 am by Senator Hammond;seconded by Senator Olson.

Important Dates:

- July 30th - Admin Support Employee Resource Group
- August 6th - Back to School Event

2025-2026 Staff Senate Goals

BOLD ITEMS ARE PRIORITY GOALS.

Start

- **Cafeteria Discounts for Staff**
 - 20-25% consistent-promote it- Bear Card Discount, different or additional discount day or menu (maybe Wednesday)
 - Possible ad-hoc investigation
 - Richard, Audreka, JW, Millie
- **Merch for all staff provided by Staff Senate**
 - Coffee cups, tumblers hat, zip canvas tote, lunch bag, umbrella, pens, socks, fans-rechargeable
 - Outreach & Communications Committee
- **16 hour leave bank-Volunteer hours**
 - Understanding of leave bank-How much rolls over? How it rolls?, When is the year? When will I lose it? How much at any given time?
 - VP Kern, Staff Senate Exec., Compensation Committee
- **Staff Senate Funding Request Process**
 - Application process, merit of app, Google form for report
 - Align with goals of staff senate, advance to review it 2 weeks in advance, 4 weeks to fully consider
 - Similar to SAFA with caps on certain stuff
 - Guest speakers- Review procedures for future funds
- **Homecoming Tailgate Competitions/SS tailgate at Homecoming game**
 - Instead of offices, At Food Truck Festival
 - Place to gather/Faculty, Staff and Students engage, coordinate with HC person
 - Staff Senate Homecoming Representative, Outreach & Communications Committee

Continuous Goals/Charges

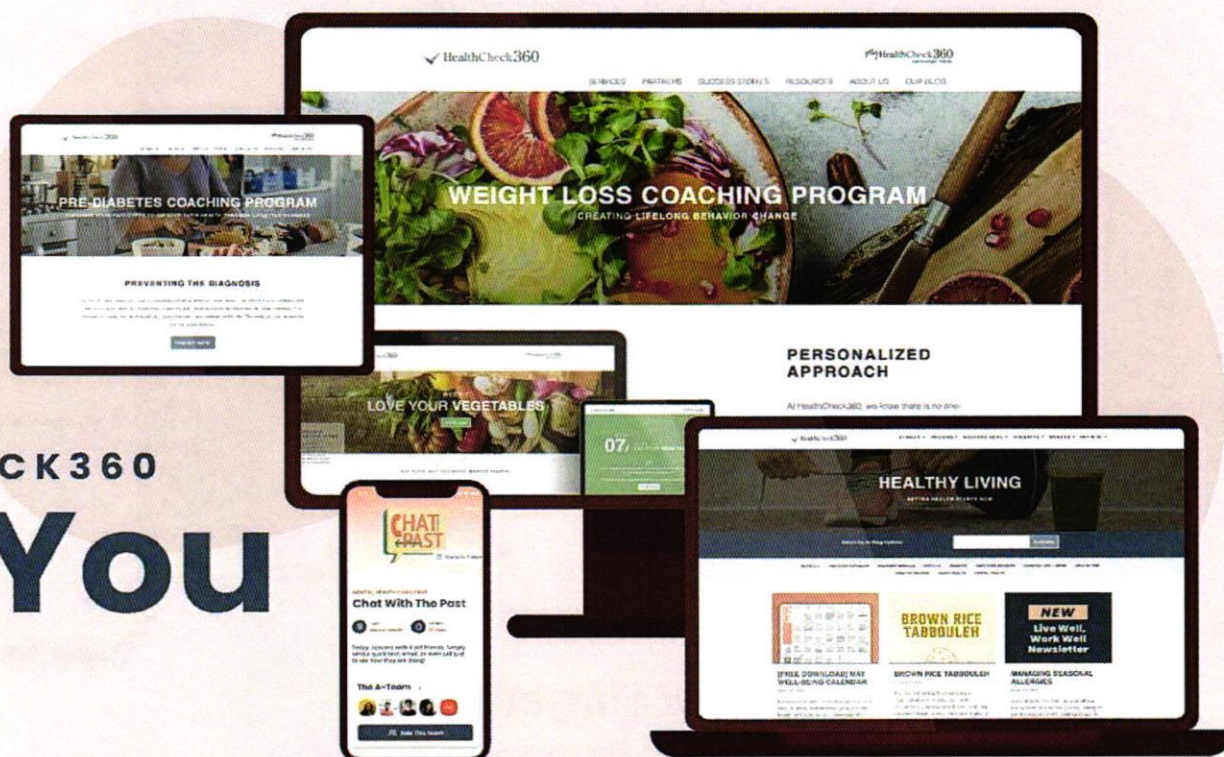
- Doing promotions for Senate Scholarships
 - Scholarship, Outreach & Communications Committees
- Offering vegan options for staff senate events
 - Winterfeast, Spring Social, Outreach & Communications Committees
- Partnerships with local business during employee appreciation- On and off campus ops
 - Employee Recognition Committee
- Standardized language in by-laws and constitution
 - By-Laws Committee
- Inform staff members of benefits and perks available to them
 - Outreach & Communications Committee
- More advertising of events going on to increase involvement
 - Outreach & Communications Committee
- Increase Social Media presence
 - Outreach & Communications Committee

- Staff Senate P-card
 - Vice President
- Staff Grant recipient presentation post grant award
 - Staff Grants Committee
- Department presentations to improve awareness of roles, services and personnel
 - President
- Including attendance of Staff Senate meetings on the minutes
 - Secretary
- Collecting Google form from people who receive PD funds(quotes for EOY reporting)
 - Professional Development Committee

Continue

- **Remote work days**
 - More remote days
 - Discretion of depts
 - Staff Senate Executive Board
- **Staff Senate Socials**
 - Diversifying class options and maybe do a new class each month
 - Chili, taco nights, pottery class, paint & sip, SS tailgate, bike riding, SS tailgate, community line dance, alternatives to eating & drinking, Games on the lawn, collab with ice cream social
 - New Activities/Clubs organized- Walking, Pickleball, Dodgeball, Bicycle
 - Senator Socials (Kings, Mally's)
 - Outreach & Communications Committee
- **Establish Wellness Comp Hour Initiative**
 - Fusion not feasible for sign in/sign out
 - BeWell
 - Checks/Balances- Supervisor approval
 - Senator Hammond, Staff Senate Health & Promotion Representative, Staff Senate Executive Board
- Fundraising during events
- Dining with Staff Senate Events
- Making updates for committees in SS Handbook
- Increase awareness of volunteer opportunities-Promoting of Events
- Explaining why we need volunteers and what funds support
- Newsletter
- Birthday Bear Recognition
- Guest speakers at meetings
- Professional Development
- Courtesy Cards
- Food Truck Festival
- Spring Social inside as plan A

HEALTHCHECK360 For You



UCA BeWell

UCA is continuing to team up with HealthCheck360 to provide you with a wellness program. HealthCheck360 is devoted to improving your health and overall wellbeing with tools, motivation, and support to be a healthier you. Complete biometric screening and HRA survey by **10/31/2025** to earn a \$20 per month premium discount.

You can earn BearBucks for logging healthy habits and activities by **10/31/2025**. The current BearBucks incentive structure is as follows:

- \$50 BearBucks for earning 150-199 points
- \$75 BearBucks for earning 200-249 points
- \$100 BearBucks for 250 or more points

BearBucks will be paid out in December 2025.

CONTACT US

HEALTHCHECK360 SUPPORT

P: 866.511.0360 ext 5099

E: support@healthcheck360.com

FREE HEALTH COACHING

P: 866.511.0360 ext 5099

E: healthcoach@healthcheck360.com

CLIENT CONTACT INFORMATION

E: ucabewell@uca.edu

LOOKING FOR MORE HOW TO'S ON THE APP?

Visit our [Knowledge Base](#).

Wondering about HC360 confidentiality?

[Click here for details.](#)

MOBILE APP

The HealthCheck360 mobile app allows you to access all parts of your program, and your health results on-the-go.

Invite friends to participate in wellness challenges; track your health, schedule your screening, and much more.

BLOG ARTICLES

Subscribe to the HealthCheck360 [blog](#) to get recipes, exercises, health tips and more!

LUNCH & LEARN WEBINARS

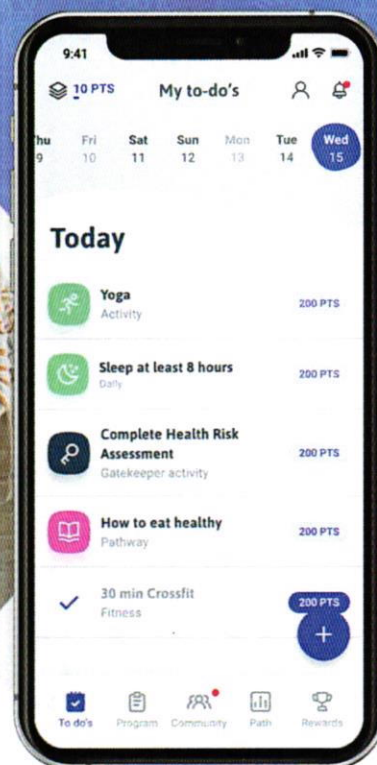
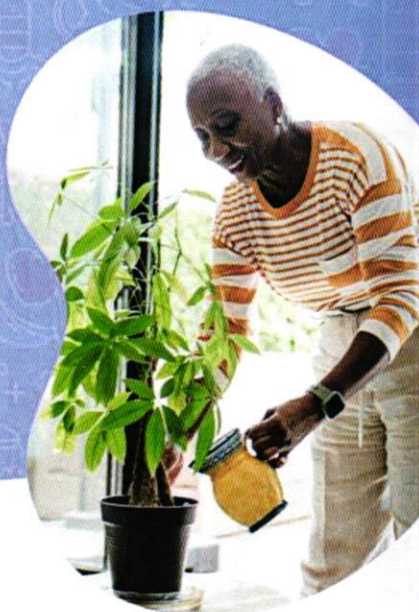
Join us the first Wednesday of every month for tips, tricks, and hacks, directly from our health coaches. Register for upcoming webinars on our [blog](#).

MONTHLY CALENDARS & NEWSLETTERS

Each month you get access to a calendar with daily tips and a newsletter with information delivered right to your email inbox.

SOCIAL MEDIA

Follow us on Facebook, Twitter, and Instagram for quick tips year-round and the chance to win prizes!



Everything At Your Fingertips

Get more than ever before with the myHC360+ mobile app. More access, more support, and better tracking. Get started with the myHC360+ mobile app by following the steps below.

Create Your Account

- Download the myHC360+ mobile app.
- Select **Register** and enter your information.
 - Your Company Code is **UCARK**
 - Your Unique ID is your **last 4 of your employee ID**
- Complete the form, agree to the terms and conditions and select **Create Account**.



Company Code: UCARK
Unique ID: Last 4 of your employee ID

Looking For More How To's On The App?

Visit our [Knowledge Base](#)!



Pro Tip

Connect A Device from Your App

Get the most from your myHC360+ experience by connecting your wearable device!

Connect a Device

- Select the **my profile icon** (👤) at the top of your screen.
- Select **Connect a Device**.
- Find your fitness app or device and select **Connect**.
- Select the data you want to share and then **Allow**.

Earning Points Is Easy!

Earn Wellness Points Today

Choose activities from the list below to earn points towards your point goal. You can earn BearBucks for logging healthy habits and activities from **11/1/2024 to 10/31/2025**. BearBucks will be paid out in December 2025.

- \$50 BearBucks for earning 150-199 points
- \$75 BearBucks for earning 200-249 points
- \$100 Bearbucks for 250 or more points

Activity	Points Per Activity	Maximum Points	Validation
MYHC360+ ENGAGEMENT			
Biometric Screening	80	80	Awarded Automatically – Points will be awarded when your biometrics are uploaded into the MyHC360+ system.
Health Risk Assessment (HRA) Survey	10	10	Awarded Automatically – Points will be awarded when you complete your survey. Survey is available after screening results are processed.
View a MyHC360+ Pathway <i>Found under the "Pathway" tab. Visit: https://uca.edu/bewell/resources/</i>	5	60	Honor System – Log into myMyHC360+ and submit the activity to earn points.
myHC360+ mobile app sign in	10	10	Awarded Automatically – Points are awarded when you sign into the myHC360+ mobile app.
Complete a Wellness Challenge <i>Challenges offered every quarter. Visit MyHC360+ to enroll.</i>	10	40	Awarded Automatically – Points will be awarded if you track at least once each week of the challenge. Connect a device or track using "Track Health" on myHC360+
UCA BEWELL			
BeWell Education Sessions, Support Groups, Resource Groups <i>Participate live or view recording. Visit: https://uca.edu/bewell/resources/</i>	5	85	Upload – Log into myHC360+ and submit the activity to earn points. Upload BeWell certificate of attendance provided by host or screenshot captured during BeWell presentation.
HPER/Community Fitness Activity <i>(i.e. hike, 5k, triathlon, group exercise class, etc)</i>	20	100	Upload – Log into myHC360+ and submit the activity to earn points. Upload photo of bib, medal, results or selfie showing participation.
Donate Blood	15	30	Upload – Log into myHC360+ and submit the activity to earn points. Upload photo of appt. confirmation, results, or selfie showing attendance.
Share a "Healthy Selfie"	5	10	Upload – Log into myHC360+ and submit the photo to earn points.

Activity	Points Per Activity	Maximum Points	Validation
Donate Food and/or Clothing	15	30	Upload – Log into myHC360+ and submit the activity to earn points. Upload photo of receipt, or selfie at the drop off.
Financial Wellness <i>TIAA financial wellness webinar or TIAA financial planning consultation. Details: https://uca.edu/bewell/resources/</i>	5	25	Upload – Log into myHC360+ and submit the activity to earn points. Upload photo of notes taken, completion status, or selfie showing video.
Volunteer or Charity Work (1+ hours) <i>One submission per activity</i>	5	25	Honor System – Log into myHC360+ and submit the activity to earn points.
Attend a Performing Arts, Cultural or Sporting Event or Visit a Museum	5	25	
Support a Local Business <i>Eat at a local restaurant, buy from a local plant nursery, post a positive review for a local business</i>	5	15	
Contribute to a Good Cause <i>Host a blood drive, donate to charity, attend a fundraiser, etc</i>	5	15	
Alternate Commute <i>Bike, walk, blade, or carpool to campus</i>	5	25	
HEALTHY HABITS			
Achieve 30 Minutes of Activity <i>Connect a device or track the "+" icon on myHC360+.</i>	2	100	Awarded Automatically – Points will be awarded for achieving the activity minutes or step goal up to 3x per week (Friday – Thursday).
Healthy Workplace Habits <i>Use standing desk for 1 hour, meditation or mindfulness session, or take 4 stretch breaks in a day</i> <i>Tips: https://uca.edu/bewell/resources/</i>	5	50	Honor System - Log into myHC360+ and submit the activity to earn points.
PREVENTATIVE CARE VISITS			
Attend a Preventative Care Visit <i>(eye exam, dental visit, annual physical)</i>	15	45	Upload – Log into myHC360+ and submit the activity to earn points. Upload a document showing you completed your preventative care visit.
Nicotine Cessation Program <i>Complete a recognized, evidence-based NCP.</i>	40	40	
Preventative Visit or Heart or Cancer Screening <i>Ex: Mammogram, pap smear, prostate exam, colonoscopy, diabetes consult, etc.</i>	25	100	

Activity	Points Per Activity	Maximum Points	Validation
Nutrition Consultation or Counseling <i>Free onsite nutrition counseling is available: https://uca.edu/bewell/resources/</i>	5	25	Upload – Log into myHC360+ and submit the activity to earn points. Upload a document showing you completed your preventative care visit.
Diabetes Consultation <i>Visit with your PCP or Certified Diabetes Care and Education Specialist to manage prediabetes or diabetes.</i>	25	75	
Mental Health Care <i>Visit licensed mental or behavioral health specialist (includes EAP) https://uca.edu/bewell/resources/</i>	5	50	
Vaccination or Booster	25	75	

If you are unable to meet a health outcome for an incentive under the MyHC360+ Program, you can work with HealthCheck360 for an opportunity to earn the same incentive through a reasonable alternative process. To speak with a representative about what options are available to you, contact HealthCheck360 at 1-866-511-0360 by 10/31/2025.

NOTICE REGARDING WELLNESS PROGRAM

University of Central Arkansas sponsors HealthCheck360, a voluntary wellness program available to health plan employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA Survey" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a Biometric Screening, which will include a blood test for HDL, LDL, Triglycerides, Total Cholesterol, Glucose, GGT, Cotinine, Creatinine, Albumin, ALP, Total Protein, ALT, AST, GSP, Bilirubin, Globulin, and BUN. You are not required to complete the HRA Survey or to participate in the blood test or other medical examinations.

However, health plan employees who choose to participate in the wellness program will receive an incentive of \$20 per month by completing both the Health Survey and the Biometric Screening. Although you are not required to complete the HRA Survey or participate in the Biometric Screening, only health plan employees who do so will receive a premium discount.

Additional incentives of up to \$100 in BearBucks may be available for health plan employees who participate in health-related activities on the myHC360+ platform. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting HealthCheck360 at 1-866-511-0360 or support@healthcheck360.com by 8/31/25.

The information from your HRA Survey and the results from your Biometric Screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as the Nicotine Cessation Program. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and University of Central Arkansas may use aggregate information it collects to design a program based on identified health risks in the workplace, HealthCheck360 will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is (are) employees of HealthCheck360 in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact HealthCheck360 at 866-511-0360 or support@healthcheck360.com

