



## STAFF SENATE

Staff Senate Monthly Meeting  
Thursday, November 21, 2019  
Student Services Center—Donaldson Auditorium (Room 104)  
10:00 a.m. – 11:00 a.m.

- I. Welcome
- II. Guest Speaker
  - A. Dr. Christy Drale, Chancellor at UA Little Rock
    1. Board of Trustees meets today & tomorrow
    2. Presentation for tomorrow - “Who is UA Little Rock”
      - a) Unique metropolitan city university
      - b) Planning a frank discussion about our challenges & needs & hard work ahead of us to Board of Trustees
      - c) What are we doing?
        - (1) Budget - main2 focuses
          - (a) Revenue Increase - focus on enrollment
            - (i) Student Affairs has been renewed & given vision
            - (ii) FR & new student apps are up 150%
          - (b) Cost reduction
            - (i) IEC scenarios; ran through Staff Senate
            - (ii) Begin with programs of efficiency instead of eliminating programs
            - (iii) Physical plant contraction (3,000 fewer students than 9 years ago)
              - (a) UA Little Rock doesn’t need as much space
              - (b) Take buildings offline
            - (iv) Comprehensive strategic resource reduction
              - (a) Programs downsized or eliminated campus wide

- (3) Rebuttal, Angie Faller - can we automatically donate overtime at end of year to Catastrophic Leave Bank or in addition, add a New Employee Leave Bank
  - (4) Rebuttal, staff - praise for New Employee Leave Bank
  - (5) Answer: can over 40 hours be donated? Yes, must be signed off from Chancellor
  - (6) Rebuttal, staff - can death be considered catastrophic Leave?
  - (7) Answer: what are our limits from donation & are we taking away from catastrophic leave bank?
  - (8) Conclusion: will look into it.
- b) Question: Lactation policy/requiring lunch break?
- (1) Answer: some academic colleges are putting in lactation rooms, may be others on campus. Trying to make it more accessible, but do not have policy.
  - (2) Rebuttal, staff - Library is creating a room, AR law must provide a space, only given 15 minute breaks, lunch & needs a specific place
  - (3) Answer: If we had a place in all areas of campus, it would be accessible during workday.
  - (4) Rebuttal, staff - important for students
  - (5) Answer: Adhoc group who works to accomodate challenges for student parents & looking into the childcare issue for employees and lactation rooms across campus; still working towards new ideas; website for student parents "Trojan Parents" at the link below  
<https://ualr.edu/cehp/trojans-with-children>
  - (6) Conclusion: Will evaluate and continue to work toward betterment
- c) Question: Board/Budget Approval timeline
- (1) Answer: Dr. Bobbit & Dr. Drale create a plan with a runway to allow for changes to budget and ability to balance.
- d) Question: Benton Campus closing & other buildings closing?
- (1) Answer: Will try to use retirement and open positions first. Benton Campus enrollment is low and may shutdown the building, but not necessarily discontinue operations in Benton/Bryant area. May rent the building and reduce cost.
- e) Question: How do we disseminate information to all of campus in light of rumors/talks?
- (1) Answer: IEC addresses Faculty Senate, Staff Senate, Provost creating focus groups/community representatives to understand what community needs from UA Little Rock. Retrenchment status - required to have campus wide process to discuss options.
- f) Question: Projected enrollment for 2020?
- (1) Answer: 2019 - down 9%; strides in recruitment, financial aid & other Student Affairs offices; project larger group

incoming Fall 2020; realistic estimate is down 7% for Fall 2020. Working towards beating projection, but wanted to be realistic and need more time to develop changes and create lasting improvement. Decreasing enrollment for extended years require slow, but steady improvement.

- g) Question: Facilities Management - will they have transparency across campus?
  - (1) Answer: IEC will recommend, but will be taking from across campus
  - (2) Answer: Education Building - only a few units, not ADA accessible, large cost to rehabilitate, may relocate units to other offices & mothball building. May not solve \$\$ issues, but it will be a step in the right direction and reduce unnecessary expenditures. Want to try everything before we lay off 1st person.
- h) Question: What efforts are being made to talk to students, in addition to the Faculty Senate, Staff Senate, etc?
  - (1) Answer: Katie, SGA president meeting to have regular chats & update student perspective to include conversation. Students serve on several committees across campus and need more comprehensive communication.
- i) Question: How are we mended fences with eStem?
  - (1) Answer: Met with John Bacon to reset relationships with eStem. Chancellor Rogerson negotiated the changes with eStem well, but now we're renewing our relationship. Will work on MOU/logistics and academic collaboration with equal ferocity. Created academic collaboration team (ACT) and are charged with creating mutually beneficial activities for faculty and students at eStem with UA Little Rock. Concurrent enrollment, mentoring, scholastic activities, invite them to campus in appropriate ways. #feelingpositive

### III. Review Minutes

- A. Motion - Ashley Nipp
- B. Second - Curtis Clement
- C. Motion approved

### IV. Treasurer's Report

- A. Maintenance - \$5,175 (Staff senate awards, banquets; funds given by University)
- B. Agency - \$1,041.40 (funds for development and Helping Hands)
  - 1. Thank you for helping with Helping Hands!

### V. Committee Updates

#### Executive Committee

- 1. Asking senators for "what can make your work life better?" to be able to bring these ideas to larger conversations
- 2. Meeting with Dr. Bain, new Provost to bring new collaborations and concerns from Staff Senate
  - a. Determine effective way to communicate issues/concerns
  - b. Comments to IEC Scenarios; more to come & will evaluate as they come

### Staff Senate Committees

- A. Blood Drive - Reed
  - 1. 28 units of blood - beat our projections!
- B. Communications - Toni
  - 1. Meeting in January
  - 2. Website is updated; encourage all updates to be sent to Toni
- C. Fundraising - Heather
  - 1. \$347 raised at Chipotle
  - 2. Collecting items for Helping Hands; coordinating online sale items for Helping Hands funds
  - 3. \$1586 donated from Capital Campaign/\$1300 promised on payroll deduction for Helping Hands
- D. Governance - Angee
  - 1. Meet next year
- E. Helping Hands - Rosalie
  - 1. Applications due Monday, December 2nd
  - 2. Only 25 applications thus far
  - 3. Encourage others to submit applications asap!
  - 4. Still need canned items
- F. Issues and Concerns - Wendy
  - 1. Resolved - Including staff with no regular email access. Facilities Management will now have boxes to report concerns regularly near clock in
  - 2. Bus Stop - working with Traffic Committee
    - a) Bus line moved and not all bus stops are covered
    - b) Email campaign for individuals
    - c) May call on assistance from Staff Senate members
  - 3. Listserv with Professional Development Committee
- G. Professional Development - Victoria
  - 1. Potluck at next meeting - December 12th
  - 2. Reviewed survey responses; preparing Spring sessions
- H. Staff Awards Ceremony - Cody
  - 1. April 16th - may have Dr. Drale speak?
  - 2. Planning meetings will begin soon! Look for email from Cody

### University Staff Senate Appointments

- I. Building and Grounds - Ross
  - 1. Starbucks is coming! #January2020
- J. Policy Advisory Council - Melody
  - 1. Underutilization of residence halls & concerns/changes coming
- K. Delete Process - Ronda
  - 1. Reviewed process; deadlines; potential changes coming
- L. Emergency and Campus Notification System Policy - Ross
  - 1. Done! Made recommendations to Cabinet & few changes are coming

### University Staff Appointments

- M. Traffic - no update

- N. Athletics - Devin
    - 1. Happy to help - first meeting attended
  - O. Dining - Ronda
    - 1. Stickers for staff/faculty
    - 2. Starbucks - may be push back because of accommodation issues
    - 3. Dish return issue - not addressed
  - P. Sustainability - Toni
    - 1. 67 bikes on campus
    - 2. Vendors uncooperative
    - 3. eNewsletter coming soon/monthly newsletter
  - Q. We Heart our Students - Jenn
    - 1. 1st Gen event great success
    - 2. 80+ students signed up
    - 3. New logos for student groups coming! Let Emily Bell, [edbell@ualr.edu](mailto:edbell@ualr.edu) know if you have any questions.
  - R. Catastrophic Leave - no update
- VI. Open Forum
- A. Annual Giving Campaign
    - 1. 40% participation
    - 2. Receive a tote bag for giving & pushing help of Helping Hands because it comes through Annual Giving Campaign
    - 3. Last email from Samantha provided for all campus
  - B. December Potluck
    - 1. Sign up sheet will be in the minutes
  - C. Wi-Fi Improvement Initiative - Send reports of indoor slow or no wi-fi to [jbtipshus@ualr.edu](mailto:jbtipshus@ualr.edu)
  - D. Announcements/Discussion
- VII. Adjourn
- A. Motion - Curtis clement
  - B. Second - Angie Faller
  - C. Motion carries; meeting adjourned at 11:01 am
- VIII. Next Meeting - December 12, 2019 Leadership Lounge