



STAFF SENATE

Staff Senate Monthly Meeting

Thursday, February 20, 2020

Student Services Center—Donaldson Auditorium (Room 104)

10:00 a.m. – 11:00 a.m.

- I. Welcome and Introductions - Melody Weigel began meeting at 10:04
- II. Review Minutes
 - 1st - Rosalie Shahan
 - 2nd - Heather Ree
- III. Treasurer's Report - updates in agenda
 - A. Approve - Ashley Nipp
 - B. 2nd - Chelsea Young
- IV. Committee Updates

Staff Senate Committees

- A. Blood Drive - Reed
 1. February 14th - last blood drive
 2. 39 pints of blood donated by faculty, staff & students; exceeded goal of 24 pints
- B. Communications - Toni
 1. Will meet soon
 2. Branding training coming soon with Professional Development
- C. Fundraising - Heather
 1. No report
- D. Governance - Angie
 1. No report
- E. Helping Hands - Rosalie
 1. No report
- F. Issues and Concerns - Wendy
 1. No report
- G. Professional Development - Victoria
 1. Communications seminar about branding with Jeff Harmon on March 13th
 2. Cookies will be served
 3. Grab cookie flyer
- H. Staff Awards Ceremony - Cody
 1. Initial draft for program ready for April 16th

2. Award amount increased \$1,000 to \$2,000
3. Award nominations will open soon!

University Staff Senate Appointments

- I. Building and Grounds - no report
- J. Policy Advisory Council - Melody
 1. Academic planning/retrenchment discussed
 2. More updates from Chancellor today during meeting
- K. Delete Process - no report
- L. VCFA2025 - Cody
 1. No report

University Staff Appointments

- M. Traffic - no report
 - N. Athletics - more games left in season
 1. Saturday 29th is Homecoming
 - O. Dining - no report
 - P. Sustainability - no report
 - Q. We Heart our Students - no report
 - R. Catastrophic Leave - no report
- V. Guest Speaker

Chancellor Drale at 10:30 am

- A. Welcome & open for questions
- B. Retrenchment & what's coming next
 1. 2 parallel processes -
 - a) Budget adjustments - \$5 million in 3 rounds of cuts
 - (1) Round 1 - 1.8m
 - (2) Round 2 - 1.5m
 - (3) Round 3 - announcing mid March (prior to Board of Trustees meeting)
 - (a) Will make up bulk of cuts with unfilled positions;
not unfilled forever but currently salary savings
 - b) Fiscal year 2021 - Retrenchment - update March meeting
 - (1) Academic Planning - invest in certain programs & uninvest in certain programs
 - (2) IEC Scenarios have been sent to Executive Committee for Staff Senate

Questions

- Thanks expressed - changes are being made & grateful for making hard decisions
 - Answer - do not want to continue to make broad cuts; reasons why we are choosing retrenchment; some push back for eliminating programs/positions but Dr. Drale wants to be more strategic in decisions
- Question - 3 colleges consolidation - what effect will that have on tuition?
 - A - tuition & fees are being evaluated; UA System will pre-approve a 3% tuition increase; mixed emotions coming from Cabinet & other offices across campus; leveling fees being discussed = 2 static rates (graduate & undergraduate); must choose a medium tuition average to accommodate all students; static tuition will be easier for recruitment
- Question - How many employees experience sexism in the workplace; can Staff Senate issue a survey?
 - A - Title IX office is great & Diversity Council is launching a campus climate survey to address the concerns
- Question - Why was the Director of the School of Public Affairs not internal?
 - A - 4th time to hire/failed searches in past; tried to hire internally but unable; combined duties of the position & not likely to retrench position; candidate fully informed about the upcoming changes
- Question - Budget & restructuring - previously incremental cuts. Are we trying to meet the deficit from last year or projecting into next year?
 - A - projecting enrollment decline of 6% for Fall 2020; accountable for potential lost income in 2021 - 2022 fiscal year; about \$15 million cuts & changes worth in total over the quickest amount of time; Fall 2020 - hoping to have a smaller decline than 6%, but want to be reasonable with trends and data
- Question - Career Services
 - A - Provost Bain great resource; will resurrect Career Services with new life & direction
 - BIM - building information modeling: partnership between industry & programs; connecting students with careers within departments & want to create this across the board

- Question - met with students yesterday; what concerns did they have?
 - A - open forum on 2/19/2020; expected anxiety but met with questions about how to be better & help; students loved their experience & mentors & faculty
- Question - collaboration with UA-PTC & UAMS for displaced employees
 - A - working on a list of open positions; pre-planning for employees
 - A with Mandy, legal counsel - no priority hire at this time; plan to post internal postings & other state agencies for displaced employees with similar retirement & benefit plans; also plan to create resume assistance programs
- Question - Faculty displaced notified in May? When will staff be notified?
 - A - as soon as possible; displacement in 2 parts (college consolidation & elimination of programs); counseling & job search assistance will be created
 - A with Mandy, legal counsel - during displacement, a general rule is HR will approve internal posting before any external posting
- Question - incoming student perspective?
 - A - compared to this time last year we have 71% more freshman admissions; must still convert admitted students to enrolled students; steadily decreased over the last 3 years & now we have a year with positive growth; negative statistics are still matriculating through our system so we will level out with continued growth
 - Follow up question - did eSTEM help or outside recruitment efforts?
 - eSTEM relationship has been reset & will continue to grow partnership & admission into UALR
 - Recruitment efforts have been amazing from Director of Admissions Chelsea Bishop & her team & majority of new efforts originate from Admissions' efforts
 - Continue liberal arts core & will continue to offer programs based on what people need/want

- Question - internationally, less broad academic focus for students - more specific to their major/department. Where does that leave UALR?
 - A - different model in US & want to maintain general education at UALR
 - Ford Next Generation learning - creates academies lined up with career paths in high schools (health professions; STEM; arts)
 - High schools beginning to model after international models of career specific instruction
- Question - Mothballing Procurement building & old Education building. Anything else?
 - A - suggestions are open; mothballing will continue as needed; many areas moved from Plaza; considering a P3 project = partnership with community and business; considering buildings with low populations already; FM has many expectations & need to help our human resources; mothballing should occur summer 2020
 - Follow up question - other universities with budget issues have moved to a 4 day workweek. Is that an option?
 - A - has been considered
 - Follow up question - telecommuting?
 - A - some areas may work; not currently discussed; open to proposals
- Question - Benton Campus
 - A - will close June 30th; personnel have been notified

VI. Open Forum

A. Announcements/Discussion

1. Increase in Staff Awards (\$1,000 to \$2,000)
2. Employee Recognition Program
 - a) No timeline - potentially 2021 fiscal year debut date
 - b) Cabinet & Chancellor have approved recognition program
 - c) Program is in addition to Staff Awards Ceremony
3. Mandy Hull, Legal Counsel at UALR

- a) Met with Mandy & discussed staff leave balances (particularly new employees)
- B. Save the Date: Communications Seminar - Professional Development 3/19
- C. Out of Darkness Suicide prevention walk - (April 18th?)
- D. Safe Zone - Ashley Nipp
 - 1. Fridays in March (6th, 13th, 20th)
 - 2. 3 shorter trainings instead of just 1 long training
 - 3. Anyone can register to attend on website
- E. Giving Day at UALR - Ashley Nipp
- F. HLC visit - Monday & Tuesday
 - 1. Attend sessions; staff input needed
 - 2. Wear maroon & silver!
- G. Retention Initiative - Care Team
 - 1. Opportunity for faculty & staff to alert members about student challenges; needed assistance
 - 2. If you interact with students & you notice negative changes in a student - report to Care Team & they will connect with student
 - 3. Up to 50 referrals in the last 2 weeks; more than anticipated
 - a) Anywhere from major critical issues to late/no show for classes
 - 4. Students can also make a referral/ask for help
- H. Are you hosting an event of significant size outside of working hours?
 - 1. Form on site for request of DPS; facilities management
 - 2. fmdpsdoorscheduling@ualr.edu
- I. Energy Curtailment - Ian Hadden
 - 1. 2015 - agreement with Entergy to disconnect at times in return for a pay cut
 - 2. \$13 million costs in Entergy saved costs
 - 3. Feels like a few minutes; FM working on it for up to 6 hours each curtailment
 - 4. Power plant total cost - \$32 million

- a) \$28 million for construction fees & updates across campus for heating/cooling

VII. Adjourn

VIII. Next Meeting