

UMB Staff Senate Meeting Minutes
Presidents Board Room
November 3rd, 2016

Present for Roll Call

- Amanda Azuma, Nicole Barber, Colette Beaulieu, Steven Boggs, Kent Buckingham, Kiscia Cannon, Bill Crockett, Hillary-Anne Edwards, Angela Hall, Susan Holt, Carl Jackson, Riham Keryakos, Janet Nance-Richardson, Jessica Rowe, Mike Ruddock, Karen Underwood, Lois Warner, Pamela Wright, Nicole Miskimon, Sarah DiTizio, & Kaya Smith.

Absent from Roll Call

- Ken Fahnestock, Lauren Hall, Mona Kiriakos, and Kevin Watson

Guests:

- Matt Lasecki, Roger Ward, Antonio Williams

Minutes

- October meeting minutes were approved. The motion was made by Lois Warner and seconded by Pamela Wright.

Executive Committee Updates

October 16, 2016 – Meeting with Dr. Perman

- There are still concerns about the way communication is distributed on campus, employees are still not receiving essential information. A specific mailing list from Human Resources to the entire campus to communicate vital information that will affect the entire campus was suggested. The mailing list could have an opt in feature, to satisfy those who do not wish to receive additional emails.
- We updated Dr. Perman on the status of the BOR Staff Awards nominations and asked for his support in communicating the importance of the awards to the various school Deans.
- We thanked Dr. Perman for allowing shared governance to have a seat on the Strategic Plan Steering Committee. Dr. Perman suggested that we invite Dr. Roger Ward to a Senate meeting for an update.
- We discussed our concerns about FLSA and its effect on Staff and the membership of the Staff Senate.
- We gave Dr. Perman an update on the Senate outreach efforts including our upcoming holiday drive.
- Dr. Perman updated us on the potential mid-year budget cuts.

Guest Speakers:

- Matt Lasecki, Associate Vice President of Human Resource Services was present to provide and update on the FSLA. A campus town hall was held, with representatives from the state to provide comprehensive answer to questions regarding the change. The reclassification changes will take effect on December 1st, 2016. The exempt/ non-exempt changes will affect 3% of the campus about 231 employees). The reclassification change that is causing the most questions is how the change in leave will be managed. Also employees who will convert from exempt to non-exempt, will have to opt into the union if they are interested. The town hall was so well received that the Human Resources department will host another town hall in the School of Pharmacy. Communications regarding the change will come from department managers, the human resources department leads will also send notification letters to all employees providing specific details of the changes.
- UMB-SP, the strategic plan was explained in detail by Rodger Ward, Chief Accountability Officer and Vice President of Operations and Planning. A new plan was adopted for the UMB campus; the plan was initiated 7 years ago when President Perman first arrived at UMB. The plan proves to be more comprehensive, more engaging, and more transparent. A steering committee was composed of faculty senate, staff senate, and the student senate. Each school will develop its own plan to support the outcomes of the campus' strategic plan. The plan has included and updated the strategic framework, and strategic process'. Each schools plan should support the University's core values and intended outcomes.
- Chief Williams provided a safety update, the campus has experienced 3 more thefts this year than last year at this time, and there are 6 more assaults this year than last year at this time. Our campus faces unique challenges regarding safety as it sits in 3 police district; the central district, the western district, and the southern district. Chief Williams' has scheduled a visit with each school to conduct active shooter training. He has created both strong and strategic relationships with the security teams that work in the building located off campus. Currently the campus police are undergoing CALEA - Accreditation, which is a method to continual evaluate and improve the safety process within a district.

Old Business

- The second reading of the By Law changes by Pamela Wright took place. There were no questions from the senate body. A motion was mad by Angela Hall to

approve all the changes by the By-Laws Committee, the motion was seconded by Kent Buckingham.

- Service Time Issue – Ken Fahnestock (not attending) asked that Colette provide the Senate with an update of the service time issue he brought to the Senate at our October meeting. She reported from his email that “We have discovered, after my suggestion to the staff member to contact DBM, that there was 10 years of eligible retirement that this staff member was unaware of. This matter is further complicated by the fact that there are multiple employment dates, name changes and broken service as well as employment with UPI that does not count.” He said he will have some update for the December meeting.

New Business

- No New Business

Committee Reports

- CUSS
 - Joint faculty, staff and student meeting to be held on November 18th at College Park.
 - The USM is in the process of creating a new logo.
 - BCCC is an institution that is still in limbo, as they have not found an interested or invested school to partner with the BCCC institution. The reconstitution of the leadership is still being considered.
- BOR
 - The committee so far has received 10 nominations for BOR Staff Awards from our campus.
- Policy/Legislation.
 - The Policy and Legislation committee is headed by Nicole Miskimon. The committee met with Shannon Wrenn in the office of University Policy and Procedures. Ms. Wrenn will be attending our December meeting to make a presentation to the senate body.
- Community Outreach.
 - The next drive will be collecting gifts for the Community Engagement Center (CEC). The CEC will host the CURE Scholars to “shop” on Saturday December 10th and then open the store for their West Side neighbors Saturday December 17th.
- University Life
 - Currently working on improving visibility and communication of the senate through the Elm and e-boards, and creating a new staff senate logo.

Adjournment

- The state budget is less than expected for the fiscal year 2017. Dawn Rhodes is UMB's new chief business and finance officer. She will attend the December 1st staff senate meeting to speak in detail the plan for the campus, which may include a hiring freeze.
- A motion to adjourn the meeting made after wishing the senate body a wonderful Thanksgiving Holiday by Colette Beaulieu and second by Angela Hall.

Minutes submitted by: Amanda Azuma, Secretary