

Classified Staff Advisory Council

Meeting Minutes for February 18, 2020

Location: 162 Millett Hall

Present: Franchesca Alford, Ron Applegate, Connie Bajek, Cathy Dalton, April Haley, Mia Honaker, Liberty Leon, Sheri Penwell, Carly Porter, Earl Thompson, and Becca Webb

Absent: Shelley Gravenstine, Lori Morris, and Greg Patterson

Guests: Matt Grushon and Adam Horseman

I. Call to Order – 9:10am official meeting start

II. Special Guest: Members of USAC

- Matt Grushon (Research Compliance) and Adam Horseman (Athletics) from USAC were our special guests today for the discussion of the Staff Senate Proposal and how CSAC's merging with USAC into Staff Senate would look.

Becca Webb arrived at 9:16am

III. Meeting with Faculty Senate and Meeting with President Edwards

- There is strong support for staff/faculty parking pass pricing to be offered in pricing tiers based on salary. The prices allotted can be built to generate the same current revenue.
- President Edwards agrees that more meetings between the President, CSAC, USAC, LSAC and the SGA will help with cohesion and the understanding that all of us comprise a team. She also is in full support of a Staff Senate
- There is a push for a 10% raise when a staff member obtains a degree. This would greatly help with staff retention when finances are more stable.
- Comments were made about flexing time while a degree is being earned.
- There will be another executive committee meeting of staff councils with faculty senate in the future.

Franchesca Alford arrived at 9:18am

- There is a request to have staff reserved seating at graduation, as we would like to go and be visible to the students in the same way faculty are, so that students know we've supported them throughout their journeys at WSU.

IV. Staff Senate Proposal

a.) Finalize number of delegates

- While going through the USAC roster, there was a conversation about how some didn't want to be on Staff Council, so there is a desire to open the option of remaining on Council or leaving one's term early when elections start. As of now,

CSAC has 8 people going forward. On CSAC, officers' terms are automatically renewed, but USAC has different terms. Bargaining Units can be in Staff Senate, but not as officers.

Earl Thompson arrived at 9:25am

- **Becca will send Connie the list of CSAC members not up for election so she can keep track of that. Connie asks that all CSAC members whose membership goes into the next year please email her by FEBRUARY 25th to let her know whether you intend to remain on CSAC when it transitions to Staff Senate or release your seat into the election.**
- **Connie will send an email shortly after April 25th to drum up interest in nomination/election candidates to get people involved in the voting.**

b.) Tentative Election timeline

- March 30th to April 10th will be the Nominations
- April 27th to May 1st will be the Elections
- May 11th will be the announcement of the Inaugural Staff Senate members
- Sometime in May, there will be a Hail and Farewell meeting with old and new members
- The week of June 8th, the first Staff Senate meeting will be held (based on the new set meet time – tentatively marked for Thursdays).

c.) Election Procedure

- Everyone will have a chance to nominate and vote for Classified and Unclassified members of the New Staff Senate. We will know how many of each once the elections are opened.
- The new Executive Committee will be established once the new Senate is in place.
- Everyone is encouraged to keep in mind that CSAC and USAC are not truly being dissolved, but will be sub-committees on Staff Senate; therefore, if one group is uncomfortable bringing up an issue to the entire Senate, they can bring it up in their subcommittee meeting.
- Supervisor/supervisee issues can be brought up in meetings with anonymity.

v. Staff Council Notes

- The former Leadership Team have been restructured to a Presidents' Council and a Presidents' Cabinet.
- Everyone is excited to see and hear WSU marketing efforts (billboards, Facebook ads, radio ads, etc.). We hope they pay off.
- The Vice President of Student Affairs position was posted in Spring. The Chief Financial Officer candidates will be having Skype interviews the 1st week of March, as the goal is to have someone in place by the end of March, when Dr. Edwards goes on vacation. 52 applicants have been narrowed to 8. Three new applications have been recently received, too. Mia informs us that there is a good pool of applicants from which to pick.

- Dr. Edwards feels our “poor relationship” with Wright-Patterson Air Force Base is actually a perception issue, in that people perceive the relationship as rocky and troubled. In reality, both sides feel good about it, but others don’t see it. There will be an active effort to change that.
- There was a Benefit Broker presentation, as the Horan contract ends in April and we are soliciting others for bids.
- We have renewed our relationship with IMPACT and added TES. TES is a program where we can talk to someone about bad experiences with providers. Unfortunately, the EAP group missed the Talk Back Lunch last month due to a conflict.

VI. New Business

a.) Staff Appreciation

- There was discussion about the Staff Appreciation basketball game night. Many were disappointed in the use of food vouchers vs. provided food. Unfortunately, there were no sponsors to provide food. The vouchers provided a discount (a drink/food item for \$5) that was less than that given to students.
- The Basketball shoot-off competition was fun and united people. There is a desire to do it again. The Department of Earth and Environmental Sciences won this year.
- There was a suggestion that Raffles would be nice. Prizes like tickets to the Arts Gala would have been welcome – especially as the price tag for something like that is often out of reach for staff.
- Having the student band was wonderful, but once they left to prepare for the game, it took a lot out of the room and left it rather dead.
- It felt like the room was geared toward children and the lack of food did not make it a place in which people wanted to gather and mingle.
- Who was on the planning committee? The Staff Morale Committee should be on it in the future. It feels like the administration is trying to show appreciation, but not asking us how we want to be appreciated. We want to be part of the planning to alleviate this.

Adam Horseman left at 10:03am

- We would like the appreciation of faculty and staff to be separate.
- We are hoping Dr. Edwards’ first President’s Awards for Excellence event/recognition will be better than the last one from Dr. Schrader. That left many people very disappointed. If we are trying to save money and still recognize people, perhaps we should eliminate redundancies; have both the years-of-service acknowledgements and President’s Awards at the same time, for example.

b.) Staff Morale Committee

- The Staff Morale Committee has not met since the Cookie Decorating event. They need a new event. **Matt Grushon said he’ll bring up a query for new events at the next USAC meeting.**

- It was suggested that they have a “Staff has Talent” sort of event modeled after AGT that highlights the staff’s other talents outside of work.

Matt Grushon left at 10:12am

- Mia is planning to do a showing of the new Oscar-winning film, *Parasite* over Spring Break and invite staff.
- There was a suggestion of a bagels/donuts drive to deliver goodies and/or coffee to staff. The chapel does something like this with staff in Facilities & Customer Care.

VII. Open Discussion

a.) Next Meeting

- Carly and Cathy won’t be in attendance next month, as they will be running the Career Fair.

b.) Faculty Senate Meeting

- **The Faculty Senate Meetings are open to everyone and everyone is encouraged to go**, as there is a lot of good information passed around. There is a meeting schedule online at <https://www.wright.edu/faculty-senate> that lays out the schedule, locations, and agenda.
- Carly went to the last one and is wondering if we’re welcome at subcommittee meetings. There is consensus that a staff presence on faculty meetings (either in attendance or with a seat at the table per current CSAC committees) would be beneficial to both parties.
- Application and admission statistics are down, but better than before. Last year (Fall enrollment), was down 17%. This year (Spring enrollment), is down 14.9%.
- Pell grants being cut, lower population (people having less children), and good economy means we have a smaller pool of potential students from which to pull. MA student applications have dropped across disciplines, causing some departments to lower their standards of admittance.
- The administration is working on a VRIP that will be offered to faculty only. There is a 13:1 student to faculty ratio and it needs to be 20:1 for financial sustainability. Generally, private universities go only as low as 16:1, so we are far below standard at the moment. The VRIP will be similar to that offered in 2016.
- There will also be cuts to academic programs. Mia confirmed that this was told to all CFO candidates.
- Per her contract, Dr. Schrader will receive the same salary through April 2021.
- There have been enrollment personnel changes. Don Miller is gone and Tim Littel has taken over a portion of the position. Faculty Senate has asked for updates, but the Provost was vague about what will happen to Orientation. She says there will be more details in March or April.
- A working group (what they call committees) was created to look into student retention. There is already a department of staff members to address that (the

Student Retention Team: Seth Gordon, Amanda Watkins, Genevieve Jomantas, Michelle Dixon, Carolyn Gunn, and Catherine Hernandez), so we would like to be a part of the Faculty Senate's working group to facilitate conversation between the groups.

- There is a working group dealing with budget concerns/solutions and we'd like a seat there, too. The more presence staff has at anything, the more visibility we have...especially when it comes to faculty and admin.

VIII. Approval of Minutes

- Mia Honaker motioned to approve the December meeting minutes. Cathy Dalton seconded, all were in favor, and the motion passed.

IX. Reminder of Upcoming Events

- February 20, 2020 USAC Meeting (157 Student Union, 9:10 – 11:00)
- February 21, 2020 BOT Committee Day (156 Student Union, 11:00 – 5:00)
Carly will attend as much as possible. There is also a public BOT meeting in the Berry Room at 8:00am. Others are welcome to attend whenever they can (lunch 12:30 – 1:15, but meetings at other times as in the Wright State Communications email sent 02/17/2020)
- February 26, 2020 Talk Back Lunch (Rathskeller, 11:00 – 1:00)
- March 12, 2020 Staff Council Meeting (267 University Hall, 9:00 – 11:00)
- March 17, 2020 **CSAC Meeting** (162 Millett Hall, 9:10 – 11:00)
- March 30, 2020 Elections Open

- X. Adjournment** – The meeting adjourned at 10:50am with a motion from Carly Porter and a second from Ron Applegate.

Respectfully submitted,



Rebecca B. Webb, CSAC Secretary