

STAFF SENATE MEETING AGENDA

Thursday, November 17, 2022

9:00 a.m. – 11:00 a.m.

Virtual via Webex

<https://wright.webex.com/wright/j.php?MTID=mebfcd823ae759510a21238d433043f16>

I. Call Meeting to Order

II. Guest Speakers

Dr. Matthew Chaney, vice President for Inclusive Excellence

Campus Climate Survey – Team worked through the summer to bring in a consultant. Working with NACCC w/USC Race and Equity Center. 3-part survey – staff, faculty, and students. Faculty is the first part starts this morning emails went out to all faculty. Survey will run 4 weeks. As a cost saving measure, the NACCC was updating their faculty survey and offered us to pilot the faculty at no cost so we had to deliver this asap. Staff and students will happen shortly after winter break, we will do marketing and incentives for those group. Excited about doing this work and we have not done a campus climate survey since 2014. With this information we will be writing the university's first diversity strategic plan, and this will lay the framework for it. Spread the word to faculty to complete the survey.

We will also do a listening campaign across the campus with our stakeholders related to DEI to be a supplement to the campus climate survey.

Thank you to Mia Honaker, Denise Anderson, and Aaron Skira for their work.

We just completed the Bridge Strategic Plan. We had an inclusive excellence committee – name members. Worked came with 4 strategies we want to address as part of the plan, name the strategies.

Rolled out the Inclusive Excellence Education Series and the first one is on Unconscious Bias, list dates/times. We will have more dates in spring semester. This is for our faculty and staff. The CIC will help out with these programs. They have already done this with housing, athletics and we will have sessions with WSU public safety.

Dr. Amy Thompson, Provost:

Will attend this as much as she can to be an active listener and thank staff for being an incredible force behind Wright State. Provost office has really been focusing on student success. Provost office has a newsletter that comes out every Wednesday to have campus well-informed. Piloted this fall on mid-term grades. Tried to take a shared governance approach with piloting it. Launched a

student survey as well, overwhelmingly the students love getting that type of feedback. Looking at feedback received from faculty and students. Such as students felt that everything was due at mid-terms. We will move forward in the spring to see all undergraduate courses have midterm grades. Graduate level would be optional. This is a step in the right direction as a strategy in working towards improving our retention rates. SGA also issued a resolution 100% supporting mid-term grades. Also, will be kicking off multi-time registration in the Spring. This will help students plan the entire year. Also becoming really focusing on our DFW rates. All the courses have gotten their DFW rates from their deans. Tomorrow, we are launching a college retention team in every college. Laura Leuhrman and Tim Littell are leading this initiative. This will get folks in the colleges from all areas to share best practices, ideas, plan, etc and work together. This is really changing the shift on campus and becoming laser focus on student success. Did adjunct faculty get surveyed as well? She will ask that question as it should have gotten out to all faculty. Adjunct did get mid-term information. As we move towards the model of completing mid-term grades, we realize there are participation roster, progress reports, etc. In the spring, we are discussing pulling back a few of the progress reports and doing participation roster, 1 progress report, and midterm grades. They feel they will get a much better participation in completing mid-term grades.

Multi-semester registration will begin in March 6 for spring/fall and February 6 for summer.

What has the faculty feedback been re: multi-term registration? Worked with faculty senate. There is best practice information such as she implemented it in Toledo and looked at other universities such as Cleveland State. This will be a learning process and some bumps, but overall has had a positive response. Is there assurance that courses will be covered even if staffing changes? No, we do not have one right now as we will always have transitions in courses. But having the ability to plan can be helpful in scheduling.

I am curious about the rationale for merging Honors with the Grad School? It's a foreign idea and I don't understand it. At many institutions, it's not uncommon to have an honors college and a graduate college, we have neither. The goal is to make it more visible and increase the status. We are down 20% domestically with our graduate students. We must look at doing something unique and transformational to increase enrollment in our graduate programs. This is letting us be innovative. We need to also build our honors program back up. There is only 1 person in honors, no co-curricular activities, etc. The idea is to bring these two entities together and reimagine this. Also 22% of honor students goes to graduate schools. This is a way to resource some things in a different way, such as both have vacant admin position, so we can combine the two positions and eliminate the need for two positions. They can also help create co-curricular programming and initiatives. This will also look at the need of helping graduate students with success as they need resources as well. We will market it in a

unique way to separate us from other institutions. This is a huge opportunity for us. Seth – concern that honor students are more traditionally oriented students, and grad students are typical non-traditional students. So, it just seemed that two different types of students being combined, but the answer she gave is reassuring and can see the reasoning behind this. To reassure you there will be an honor's coordinator that will provide services just to honor students. We will look at also getting honors students connected with more scholarship, fellowship opportunities like Fulbright, and graduate students working with undergrad research.

Her door is always open to meet.

III. Old Business

Minutes - Approval of October minutes (approved)

Recording senate meetings. The recordings are on the staff senate website with password and link. They are available for anyone to view.

Staff Senate Talk Back Lunch Update

Dec. 1st will be using the VMC space at noon. Thank you to Dr. Gordon for the use of space. We will move around the lunches to different locations. There is a Toys for Tots campaign, could you please bring a donation and support the students.

Parking

Email went out Tuesday. Have not received questions or concerns yet. The policy being changed was under the temporary policy change provision. We are not sure what the policy number is. Faculty senate is raising questions as well. We are working on getting where the feedback is directed to. We will update you as soon as we find out. The new payment will begin in January.

From Ben Lootens - <https://policy.wright.edu/policy/0001-policy-policies> 0001.3, #3 Emergency Policies. If the President determines that existing policies are inadequate for the effective administration of the University, and the President determines that there is an urgent need for policy guidance, the President may exercise emergency policymaking authority. In an emergency, the President may adopt, rescind, or amend a policy unilaterally, and without complying with the regular policymaking process. Emergency policy changes are effective immediately upon posting to the University policy register and expire no more than 120 days after adoption (unless circumstances render it infeasible to engage in regular policymaking during that window). If the Office of the President is vacant, then emergency policymaking authority may be exercised by the next senior officer.

Will they still be enforcing Rowdy spots once the semester ends?

Will we have the option to pay in full up front, or will we have to do payroll deduct for parking?

I wasn't clear what they mean when they reference the parking enrollment periods. Can you buy a permit outside that period if you initially opt out?

Do you get a tag for your car if you park in the Rowdy spots?

Ben – received a lot of positive feedback the last few days and these are positive changes. Prices went down to student rate and auto enrollment.

Are there plans to reduce the Rowdy spaces if they don't sell?

You will be auto enrolled, read the email. Spread the word to others.

Open Enrollment Feedback

Open enrollment ended the beginning of this week. We have shared all of the concerns that came to us with HR.

One of the things that we want to highlight is that the HMI model is changing a little bit in 2024 and this was referenced in some of the materials for our 2023 open enrollment. The amount that you are paying will be higher. It is an estimate, but they believe that the premiums will be \$100 to \$150 higher. The language is also changing and that you are paying \$100 to \$150 more if you don't participate as opposed to the way it was presented this year that you are paying \$40 less if you do participate. The change in language and amount have created some concerns which we have shared with HR. The goal from HR is to increase participation, so that is what is driving these two changes is what we have been told. We did want to highlight that we've also let them know that with these changes being so big we would, we would suggest that they do significant communication, and even some targeted communication to those who, in the past did not participate in the, and might want to reconsider this time. And to those who, throughout the year, who have not completed the requirements to let them know, because the deadline is in August. The other thing is that the requirements for the are reduced this year, or in 2024 as well there is no requirement for a flu or COVID vaccine. It is just the questionnaire the biometrics.

IV. New Business

A. Chair's Report

Staff Senate met with leadership liaison, Emily Hamman and discussed open enrollment and the parking communication that we were expecting would come out this week, which we did.

She shared that HR is in a pilot training for mental health crisis/support and some and other ways to help with mental health for staff.

The bridge strategic plan that has been completed and submitted to the Board of Trustees for the December meeting. Staff Senate had representation on all those committees and were involved in the process. There were some initiatives that could be put into place immediately. We encourage you to take a look at it.

The link is open for attending commencement. Staff can attend commencement as well as a lot of staff work directly with students and are very close with them. There was an email that went out to staff with a link to register. The link is open until the 21st. For staff attending, you will check in the Berry Room, and you will sit with faculty on the floor. Robes must be worn on the floor. Since this is a smaller ceremony and no tickets are required, staff is welcome to sit in the stands if you do not want to sit on the floor.

We did have a couple of appointment spots available on some university committees:

- One spot is on the Diversity Equity and Inclusion committee that is organized by Faculty Senate. We had a seat for a voting member. We are appointing Michelle Van Huss to that committee.
- Bookstore committee has an opening. The committee has not met and are expected to meet soon. If you are interested, please let us know. You do not have to be a senator to be on the committee.

Raidergiving is next Wednesday. There is a link to volunteer. It an event that has been going on for 11 years and open to all faculty, staff and students.

Community coalition committee chaired by Debra Radford has the Deck the Halls event coming on November 30th from 11:30-1:30 in the Student Union. There is hot chocolate cookies, music, games and prizes, and you can dress up in the Student Union for the holidays.

Suggestions for a possible adopt a family. Please share your thoughts and suggestions with Staff Senate.

B. Officer's Reports

C. Standing Committee Reports

The Policy and Governance committee is hoping by the December 15th meeting to give a report on the Staff Senate Survey results. Participation was very good.

D. University Committee Rep Reports

V. Open Commentary

Thursday, December 1st, we'll have our next staff talk back lunch at noon in the VMC.

VI. Schedule Reminders

Staff Senate Executive Planning Meeting 12/1/2022 9:00 a.m.

Staff Senate Executive Meeting 12/8/2022 9:00 a.m.

Staff Senate Meeting 12/15/2022 9:00 a.m.

Board of Trustees Committee Day 9/15/2022 2:30pm (SU Endeavor Room)

Board of Trustees Public Session 9/16/2022 9:00am (SU Endeavor Room)

VII. Adjourn

Amanda Spencer motioned to adjourn. Jerry Hensley seconded. Meeting adjourned.