

## **STAFF SENATE MEETING MINUTES**

**Thursday, September 15, 2022**

**9:00 a.m. – 11:00 a.m.**

### **I. Call Meeting to Order**

### **II. Guest Speakers**

#### **A. President Sue Edwards**

- Will do an overview on certain items. If senate wants a deeper look into items, please invite guests, such as Burhan Kawosa regarding financial matters, as guest speakers for future meetings.
- Excited to hear recruitment and retention initiatives from Staff Senate.
- President's report to Staff Senate
  - 90% of our budget comes from tuition/fees and SSI. SSI is the state share of instruction and determined by our recruitment, retention and completion graduates.
  - The majority of the spend of the budget is compensation and the budget is very restrictive.
  - This year 240 plus million dollars to operate the university. We will draw \$15 million dollars from the reserves, so we end in the black. To answer the question, why are we still restricting spending. This is the reason why as our enrollment has not recovered from 2016 levels, we need to have this money to build up our reserves for spending such as compensation, operation costs, and scholarships.
  - Enrollment – largest enrollment in 2015-6 with the average rate to graduate is 6 years. After these years, we are graduating more students than we were enrolling. Therefore, recruitment plays a key role in changing this. 2019 was the last biggest incoming class we had since 2015. We are currently 5% lower than 2019.
  - Retention – This year, we lost 36% of our incoming class, the year before we lost 36%. Losing a third of the incoming class, your enrollment numbers will not correct itself. Our goal for retention is to go 64% to 75% minimum by 2025. There is only 1 other institution below us in retention numbers. What do we as a team to retain students. This is going to take everyone to play a role in retention. The number one reason our students leave is because they do not feel the university embraces them and cannot find community here. They are also tired of the "Wright State Run Around". They are not getting answers or keep getting sent to different offices. We need to work on the "new Wright State". No more run around and lead students to get the assistance they need to be successful. The culture of our institution needs to change to move the needle on retention.

She recommends the book “The Agile College” by Nathan Grawe. This is a great resource on changing the culture to be student centric.

- Completion – 2020 our graduation rate is 43.4% for both Dayton and Lake campuses. We are lower than our peer institutions.
- Fiscally – we have been working the last 4 years to get us back to where we were before we went into the financial hole that we were in. If we continue to drop in recruitment, retention, and completion, we will continue to lose money. The only reason why we are in the positive now, it’s because of the one-time only federal government from pandemic relief funds. We will continue to look for efficiencies and effectiveness in operations. We will continue to review vacancies and hiring. We will look at is this critical for recruitment, retention, and creating a community. This is for administration as well. We are the smallest number of administration in the state of Ohio. Also, we want to make the number of the that we draw from reserves as close to zero.
- What does this all mean? We must focus on:
  - Recruiting students
  - Retaining those students
  - Graduating those students
  - Improving student services
  - Revising policies to remove barriers
  - DWF rates in classes
  - Eliminating the Wright State Run Around
- Realize that change is uncomfortable, but change is absolutely necessary for us to move forward.
- Live streaming the Board of Trustee meeting? She understands the rationale and the BOT are holding meetings at the Lake campus as well. The decision is up to the BOT and she cannot answer that question.
- COVID Vaccine Update – We have federal grants, so we have to follow the federal requirement for employee vaccine mandates. However, we are 1 of the 3 states that have a federal court injunction. We are in a stalemate while court proceedings are going. Vaccination is encouraged.
- Healthy Campus Webpage – place where you can get covid and monkey pox information. Task force that will continue to monitor both on campus.
- Bridge Strategic Plan – 2 year plan (2023-2025) and focused on 3 R’s. Committee groups are meeting and the listening sessions will come soon. This is a bridge plan, because we still do not know the impact of COVID on higher education and will set the stage for a 5 year plan. There will be a website where you can see the matrix and see the progress of the work. The BOT meeting will be given this plan at the December meeting.
- Question on how can we make salaries more competitive? Work with administration on recruitment and retention initiatives. This is where our money is coming from.

- Started initiatives like wellness walks and coffee hours to get folks engaged. We can network and support each other to create solutions. We are also bringing back staff professional days. The free shirt emails will go out today as well and the delay was an issue with the vendor.
- She gets correspondence from a student and parents that does tell her how our staff had gone the extra mile to help them. This is the Wright State we want to be proud of. She values the staff and thankful for what we do as we do make a difference in our student lives.
- Suggestion of a creating a training for staff and have resources to let staff be aware of changes, resources available, etc. so we can better serve our students.
- Parking – (Kurt Holden and Greg Sample)
  - The pricing of \$62.50/month for the Rowdy permit upgrade was a miscalculation. It will be \$39.50/month for the remaining of the year. You can upgrade now or wait for the 2023 rate.
  - Lack of official communication to staff regarding the changes. The Wright Way policies are also not reflective of the changes. Changes were made to align with the 3 R's and put students first, so communication went to students first. They are aware that communication with staff will need to be better moving forward and actively working on the policies. Staff senate is willing to help with any feedback on policies.
  - We have one person operating in parking services with a support staff of students and interns that answer the phones and emails. Many of these students are international students have received unacceptable verbal rhetoric. Please send all complaints to Kurt Holden as our students do not deserve to be on the receiving end of complaint and negative calls, emails, etc.
  - Big changes to parking:
    - Students formerly could not park in certain spaces/lots, now they can
    - Residential students could not park on main campus, now they can.
    - There are 450 Rowdy spaces and have sold 200 students.
  - Keep in mind that the students are our customers. We are attempting to utilize what we have control over, so our customers walk away knowing that Wright State cares about me. If we didn't make the change, we would hear complaints from our customers. We have not taken parking away from any group, what we have done is enhance the opportunity for students to feel that they are truly customers and important as employees.
  - Rowdy Raider spots have been bought mostly by students. The numbers will continue to be the same right now.

- In the future, they are looking at parking rates for faculty/staff and eliminating the 2 separate billing years for parking.
- While we may want to park close, we do have several lots that remain empty most of the day such as lot 4.
- (Frank) Just want to clarify the staff are not wanting to put student first. Also, Kurt doesn't deserve the verbal attacks either. Be professional and mindful communicating with all off our campus community.
- In the interest of time, it was agreed that additional questions and concerns would be compiled and a meeting between appropriate Senate members and Administration would be set, with answers to be provided at the next Senate meeting.
- Question was brought up about not allowing international students registering late. Keep in mind international students face immigration issues that may prevent them from coming early.

### III. Old Business

A. Minutes - Approval of August minutes. Minutes were not sent out with the agenda, so we will approve the August minutes next month.

B. Staff Survey Update – Has been completed and had 388 responses. Policy and welfare committee and staff survey committee will work on creating a report of the results. The donated meal vouchers from Chartwells have been awarded and winners of the raffle have been notified.

C. Speaking at Board of Trustee Meeting Regarding Live Streaming Meetings – BOT meeting is this week. Staff Senate is on the agenda during the public session to discuss live streaming meetings. Executive committee has worked to create a formal address for the BOT.

D. Letter to Administration Regarding Parking (Additional Material) – parking has been discussed in President Edward's report. Staff Senate's letter to Kurt Holden is on the website if you would like to read it.

### IV. New Business

#### A. Chair's Report:

- Staff talk back lunches will resume and date will be announced soon.
- OSCHE State Conference is on October 6 and 7 in Akron. Our two representatives are not able to attend. If you would like to attend, please contact Frank. Senate has a budget to cover travel cost. There were no objections for Frank to inquire on this budget item.
- Hazing training is currently happening. All staff will need to complete the training. Be sure to complete the staff/faculty one as the student one is significantly longer.
- Staff development day will be returning. More info will come soon.
- Campus climate survey will be launching soon.

- Perennial swap is on the 30<sup>th</sup>.

B. October Guest Speaker - Dr. Matthew Chaney, Vice President for Inclusive Excellence

C. Officer's Reports – No reports

D. Standing Committee Reports – committees will be scheduling meetings soon.

E. University Committee Rep Reports – committees will be scheduling meet

#### V. Open Commentary

- Perennial swap is on the 30<sup>th</sup>.
- Encourage to attend the BOT meeting. Question on cost of the streaming being an issue, but is this a cost recovery for the university so would that be an issue? There will be a staffing cost though. But good point is that will it cost more for people to travel to the meetings from Lake campus? The matter is it really needs to be streamed to be more transparent and inclusive.
- President's Excellence Award ceremony is on October 10<sup>th</sup>. Congratulations to all award winners.
- Latino center has calendar of events out for Hispanic Heritage Month.
- Family weekend is the weekend of September 23<sup>rd</sup>. Great opportunity to put our best foot forward and greet families.
- 

#### VI. Schedule Reminders

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

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

C. Perennial Swap 9/23/2022

D. Staff Senate Executive Planning Meeting 10/6/2022 9:00 a.m.

E. Staff Senate Executive Meeting 10/13/2022 9:00 a.m.

F. Staff Senate Meeting 10/20/2022 9:00 a.m.

#### VII. Adjourn