

STAFF SENATE MEETING MINUTES

Thursday, January 19, 2022

9:00 a.m. – 11:00 a.m.

Virtual via Webex

<https://wright.webex.com/wright/j.php?MTID=mec692bb15fb10547557bd9f93c6e8f0e>

I. Call Meeting to Order – Frank Wolz at 9:01 am

II. Old Business

No guest speaker this month due to scheduling. Dr. Edwards will be our guest next month. Please send questions via senate website that you would like to ask her.

A. Minutes - Approval of December minutes

B. Staff Survey Report and Discussion

- Report is available on the website.
- Meeting with Emily Hamman tomorrow to discuss the survey.
- Looking for ideas regarding morale that is positive and a little different than what we have done in the past, please submit those to senate.
- Questions/Discussion/Suggestions:
 - Is there any way to be less "lean" in our student-facing administrative offices?
 - We can look at highlighting remote work was identified and a positive, but it really needs to be at a departmental level as we need to meet the needs of students where they're at. Remote work staff who are remote need to still be available; not just to each other on Teams. Someone needs to answer the phone.
 - Better communication from administration. Better communication from top down. Academic departments have been dealing with so many moving goalposts this year. VERY time consuming.
 - At my prior institution, the president always gave all staff one free day off during the spring break week. They let each director work with their staff members to spread the days off out amongst their staff.
 - We also didn't have to use our own vacation time during the days between Christmas and New Year's. Everyone was just given those days off with pay.
 - Perhaps having your birthday as a paid day off.
 - Summer hours: 9-4 instead of 8:30-5.
 - We do have an additional holiday now, Juneteenth. People are always going to want more days off. Does not seem to improve morale.
 - 100% discount on tuition for family of employees, instead of the current 80%.
 - Great suggestions, but we need to look at things that do not cost the university money especially with our financial situation.
 - HR is looking at bringing back our staff development day. They are currently looking at this.
 - Have we as a campus asked students (formally) their modality preferences and for which services?

- The one thing we need to remember, some people are unable to work remote. So, this will not benefit them.
- Something simple - dress days - like everyone wears their Fall Fest shirts or polos or WSU gear at the same time.
- I think verbal recognition is important. Seeing the name of a "shout out" is nice but reading what the shout out WAS lends more weight, for example.
- Does it have to be one size fits all? What about multiple options?
- Some companies are adopting a system that gives people who can't work from home more PTO. It's a trade-off. Flexibility or PTO.
- Some universities when to a 4-day week during the summer since students do not have classes on Fridays. Ask for the full Friday in the summer and then counter with close at noon, still give students access to Library, etc., for part of the day
- Maybe a scholarship or grant for staff to cover lab fees, books, etc. beyond their tuition reimbursement. Help alleviate some extra cost to further their education.
- What about an "Employee of the week/month" parking spot in each parking lot? Not sure who would look through the nominees/vote, but...
- It's coming down to money or time. What is the administration more likely to support?
- Despite the academic drop off from remote coursework during Covid, we are finding that our online sections fill before the in-class sections. Students like flexibility just like we do.
- "Engaging students/people Virtually" sounds like a possible training session.

Can give feedback on Senate website and be done anonymously.

<https://www.wright.edu/staff-senate>

C. Faculty/Staff Appreciation Night: (Brandon Hayes from Athletics)

Will be meeting with several key student and alumni groups. Feb 10 the game versus NKU. This will be a joint event with the students. A big pep rally in the McLin Gym prior to the game. Will give all faculty/staff members 4 free tickets via Google form. Separately, budgets were thin, but collaborating the event allow us to have a bigger, more funded event. This is also a free t-shirt game. Ticket form will be coming out soon. Thanks all, happy to take suggestions/feedback/questions at brandon.hays@wright.edu.

III. New Business

A. Chair's Report

- HR is working on getting current/updated organizational charts. They are wanting to make this standardized and in a central location.
- Working on getting numbers of types of parking passes that were distributed. Also inquiring to see if any plans to change parking spots based on the numbers.

- There are interviews on campus today and tomorrow for the VP of Advancement search. Staff Senate has representation on the search. If you have any questions and concerns regarding the search, please reach out to Staff Senate.
- Greg Sample and Dr. Edwards will be guest speakers in February. They will update us on HLC visit, search updates, strategic plan, etc. We have asked for updates from Greg Sample on updates of moving of departments and using spaces by outside organizations. Please share any topics/questions to Staff Senate before February's meeting.

B. Officer's Reports – no reports

C. Standing Committee Reports – no reports

D. University Committee Rep Reports – no reports

E. Guest Speakers for February

- Dr. Sue Edwards, President
- Greg Sample, Chief Operating Officer

IV. Open Commentary

- ArtsGala is April 1 and we're putting together our travel packages for the silent auction - if anyone has somewhere they want to go that they'd bid on, let me know at artsgala@wright.edu and we'll see what package we can feature!
- Raider Open House is Jan 28. If you are looking for an opportunity to volunteer, contact Jen McCamis.
- Homecoming events: <https://www.wright.edu/event/homecoming>
- Asian and Native American Center will have Lunar New Year events on Monday and Friday next week.
 - Lunar New Year Crafts: Monday, Jan. 23, 10am-2pm, Student Union Atrium
 - Lunar New Year Celebration: Friday, Jan. 27, 11am-3pm (Food at 12:30), Asian and Native American Center, 154 Millett Hall
- Welcome two new Assistant Directors: Dr. Nicolyn Woodcock, Asian and Native American Center, and Kim Collins, Bolinga. Campus announcement will come out soon. Please stop by the centers and say hello to the new staff. Women's Center search committee will bring 3 candidates in February to campus. Campus wide announcement coming soon.

V. Schedule Reminders

- A. Staff Talkback Lunch 1/26/2023 Noon - Rathskellar
- B. Senate Executive Planning Meeting 2/2/2023 9:00 a.m.
- C. Staff Senate Executive Meeting 2/9/2023 9:00 a.m.
- D. Staff Senate Meeting 2/16/2023 9:00 a.m.

VI. Adjourn – Amanda Spencer made the motion. Carly Porter seconded motion. Meeting adjourned 10 am.