

STAFF SENATE MINUTES

July 18, 2024

9:00 a.m. - 10:30 a.m.

Online Meeting Only

Virtual via Webex:

<https://wright.webex.com/wright/j.php?MTID=mc75edfca30fa9f426562bc6b9626fd12>

I. Call Meeting to Order

II. Old Business

1. Minutes – Approval of June minutes – APPROVED

III. New Business

1. Chair's Report

- 3% pay increase activated July 1
- Associate Vice President (AVP) of University Communications and Marketing search is open
- Banner 9 self-service upgrades for students, faculty, and advisors will be completed this summer – email sent 7.18.2024 with more information
- Dept of Labor changes - \$43,888 threshold, 46 employees notified and conversations have been had with those impacted
 1. University moved forward with FLSA changes regarding staff members who earn under \$43,888.
 2. There are 46 employees who received information about pay adjustments and 6 who will be moved from unclassified Salaried to unclassified hourly – 3 of who are less than 75% FTE. All staff were notified of the changes as were supervisors. There will be training for those that need it.
 3. There is litigation that is currently in front of the courts regarding the Jan 1 adjustments
- New Benefis Specialist hired and starting August 5, Jenna Geisenfeld
- Horan representative has changed again
- Chief Academic Officer and Dean, Boonshoft School of Medicine, WSU/Premier Health position search has launched, hope to have filled by Jan 1
- Office changes are coming – Amelia Salazar moving to 2nd floor UH, general counsel will be moving to former Communications suite, Communications and Marketing co-located at the moment, Audit moved in with procurement, Provost and staff moving to 3rd floor UH, foundation/advancement/alumni moved to 3rd floor SU in August
- Adjunct teaching policy for Staff up for review – currently supervisor approves if you can or cannot as staff, comments open, reach out to

[business partner](#) with any issues, limited to 1 (new update, can't get in the way of current duties) course semester/time period, not impinge on current duties; policy likely in place by fall

- Ohio Staff Council of Higher Education (OSCHE) report
 1. Seth attended at Cleveland State, 7.12.2024
 2. Opportunity to meet with other staff senate rep's and benchmark
 3. Wright State's regular pay increases and stable leadership is unusual compared to other OH colleges, some have budget deficits and downturn in enrollment – they are where we were 7 years ago, reaching out to Wright State for advice, Staff senate job is to try to keep staff morale and advocate for staff; place to go to get some perspective. Wright State is moving in the direction of progress
- 2. Officer Reintroductions
 - Seth Gordon, Chair
 - Debra Radford, Chair-Elect
 - Amanda Spencer, Past Chair
 - Michelle VanHuss, Secretary
 - Courtney Laukitis, Secretary-Elect
 - Mia Honaker, Treasurer
 - Jennifer Gebhart, Treasurer-Elect
 - Sarah Cicora, Parliamentarian
- 3. Retreat results discussion – see attachment Staff Senate Retreat Notes SG 071624.pdf
 - Form these into more specific goals, gather more information
 - Aim is not focus on everything but do some of these well
 1. around the health and well-being of the staff
 1. More specific focus needed, what impacts morale
 2. Inclusive excellence climate survey results still being compiled and trying to go through the process of releasing it, hopefully this fall – working on inclusive excellence strategic plan
 2. around improving communication at WSU
 1. More positive communication about changes
 2. Keep trying to get communication out across campus
 3. around training
 1. More technical training
 2. Staff symposium

3. Lisa Ragan in HR has training focus, will be working with her to have more opportunities throughout the year
4. around the three R's: Recruitment, Retention, and Relationships
 1. How can staff senate be more involved in the 3R's? Being more involved in established events, consult with EM, admissions, student success, housing, etc.
 1. ask for specific roles if you don't have already; participate in postcard writing effort
 2. Improve relationships across campus; what do we do to keep people? Know they are appreciated by the administration? "put the oxygen mask on the staff first"
 1. These are things that should be encouraged in the departments and colleges first
 2. There are events for staff on the calendar
 3. CommUnity Coalition – staff needs to do their part as well, be part of our happiness as well, work within your department and offices to increase opportunities to build community
4. Staff Senate Committees and University Committee assignments- Review and Discussion. A survey will be sent out before the next meeting.
 - Committees will be charged with creating goals based on retreat results to focus on this year
5. Health Care change information gathering
 - Exec committee has been asking for more information from HR since it was first announced at every meeting
 - Everyone at WSU has the same health care so changes affect everyone
 - Most OH colleges have made this change already; this has become norm in healthcare in general
 - By open enrollment period information should be out by late October
 1. Open Enrollment Period: Typically late October to mid November
 - Not a lot of answers right now – can we gather questions/send questions to HR business partner. You may not get an individual response, but HR can compile them; looking at other colleges that have already made the change. What insurance coverages will be affected?
 1. Contact your HR Business Manager with any questions about the change
 2. Lisa Browning, Rebecca Cornell, or Justy Hagan
 3. <https://www.wright.edu/human-resources/human-resources-business-partners>

4. Contact Emily Hamman, AVP, Human Resources at emily.hamman@wright.edu
 5. Contact hr-benefits@wright.edu
- Qualifying event will be Jan 1
 - Staff senate plans to update each meeting

IV. Open Commentary

1. Staff Development Day –
 - July 26, registration closes July 19, www.wright.edu/sdd
 - Call for volunteers, contact lisa.ragan@wright.edu with availability
 - Virtual options available
2. Staff senate taking suggestions for guest speakers for the year – survey to come
3. Mia Honaker shared about the [Inclusion Officer Program](#) – staff or faculty selected in each college/school to help with Inclusive Excellence (IE) work and planning, meet with IE office regularly during the year
 - Kick off event, Sept 4, 3pm, SU Atrium

IV. Schedule Reminders

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| 1. Staff Development Day | July 26 | All Day |
| 2. Staff Senate Meeting – Virtual | August 15 | 9:00am |
| 3. Staff Senate Meeting | Sept 19 | 9:00am |
| 4. Talk Back (Emerald Room, SU 010) | Sept 26 | 12:00pm |

VI. Adjourn

4. Mia Honaker motion to adjourn, Sarah Cicora seconded motion