

Staff Senate Meeting Minutes
November 20, 2025
9:00-10:30
Online Meeting Only

1) Class meeting to Order

- a. Debra Radford – 9:02am

2) Guest Speaker – President, Dr. Sue Edwards

- a. Questions provided to Sue ahead of time.
- b. Presentation provided by Dr. Edwards

- i. Enrollment is up!

- 1. Domestic undergraduates - 11,924 students
 - 2. International undergraduates – 255 students. Rank #3 in the state for international student enrollment.
 - 3. First time graduate students – 724 students
 - 4. Recruitment, retention, and relationships! Our model is working! In 2024, 72.8% retention. Goal is 75% retention.

- ii. Take Flight Academy with Dayton Public Schools

- 1. Debra Radford
 - 2. Expanding into Jefferson Township.
 - 3. Bringing in 22 students.
 - 4. 2 class periods, designated Wright State classrooms. Debra is helping the students.
 - 5. Students receiving scholarship for tuition to Wright State should they choose to attend.

- iii. Freshening up of spaces over the summer – Thank you Javan and Marketing team!

- 1. Tunnels were repainted and refreshed.
 - 2. Enthusiasm and encouragement messaging shared in the tunnels. Positive Mental Attitude. We have to share it so that our students can absorb it.

- iv. We have the new waterfall/moat project!

- 1. Punch list happening now to finish out the project.
 - 2. Celebration in the spring to welcome the new space.
 - 3. New fresh that we feel, aligns with the culture and outcomes of the institution.

- v. Coursera Career Academy

- 1. Added bonus, through a fee that our students are paying to have the access to the content
 - 2. Professional development through the courses.
 - 3. Variety of content – basic information on excel through data analytics.
 - 4. Free and available to anyone with a W#

- a. Trying to roll out more professional development opportunities. This academy is a piece of initiative.
 - vi. Winter Break
 - 1. Employees no longer have to use vacation. Will be paid during that time
 - 2. University is closed this year December 24-January 2
 - 3. Relax, enjoy it, and come back refreshed
 - 4. University is working with unions (i.e.: Police and Grounds) for their time to be included
 - vii. Safety Update
 - 1. Cameras on ceilings, walls, and buildings
 - 2. Kurt and CaTS working in collaboration
 - 3. 838 cameras are on campus.
 - a. History: in 2019 we had 385 cameras. Single view
 - b. Now have multi view. 1100 different camera angels
 - 4. More cameras to go in 2026 and 2027. Create a safe environment for all students to succeed.
 - 5. Police Cadets – Tyler Porter and Lyndon Absher.
 - a. Lake Campus has a police academy.
 - b. We help our students go through the police academy, then they become a part of culture and the type of officer that our campus expects.
 - c. Will be working with us after they graduate.
 - d. Amazing police department. I want to hold them up in the state of Ohio
 - e. Kurt Holden will be going through the FBI academy. Amazing opportunity for him.
 - viii. Partnerships – Premier Health and Dayton Children’s
 - 1. Dr. Raj Mitra, Dean Boonshoft School of Medicine and Chief Academic Officer Premier Health
 - 2. Premier Health update: JOC (Join operating committee). 50% team from each organization. The team is looking at things like education improvements, community outcomes. Chat Walen (CEO of Miami Valley) and Greg Sample (COO of Wright State)
 - 3. Nursing and medical students are benefiting from program
 - 4. MANAT – we have never worked with two organizations who are so dedicated to this partnership.
 - ix. Congratulations to you all!! Dayton Business Journal awards
 - 1. Three awards
- c. Questions asked by staff employees
 - i. Academic Advising:
 - 1. uAchieve upgrade – Summer 2026. Students’ ease of using audits.

2. All undergrad degree audits were updated with the 2025 catalog curriculum.
 3. RSCOB and CECS audits were updated and live
 4. Graduate program audits have not yet begun en masse. Registrar will be hiring CollegeSource to help with effort
 5. Registrar's Office meet monthly with AVP Advising and Assistant directors of advising.
 6. 93% of first year students enrolled in first year seminar class.
 7. Resource pages and information for advisors.
- ii. Activities and outreach for Fairborn City Schools
 1. We participate in High School visit and college fairs
 2. FAFSA presentations on their campus
 3. Onsite application date (October 8)
 4. Participated in Fairborn HS Skyhawk Summit (September 12)
 5. Fall Admissions Advisory Board Retreat (October 29)
 6. Hosted Grater Miami Valley College Fair at Nutter Center (October 31). This brought over 100 colleges and universities to campus and region.
 - iii. Health Care premium locked in?
 1. Yes. They are set for the year and are shown in the open enrollment that you just completed.
 2. Wright State pays the financial piece because we are self insured.
 - iv. Justification for campus engagement fee
 1. Only charged to full time students. Designed for not just recreation, it's also for Coursera and other career services.
 2. We constantly have to provide upgrades, but that comes with additional costs.
 3. We are late to the game. Students asked for it to be introduced.
 - v. FMLA change
 1. Federal law.
 2. Several other options for people to take leave when needed.
 3. Work with business partner.
 - vi. In charge of taking photographs?
 1. Erin Pence!
 2. Constantly taking photographs. Archive of photographs.
 3. We are constantly documenting campus
 - vii. HMI non participation fee continue to go up or max out?
 1. HMI is trying to get you to look after yourself
 2. Purpose of initiative is to detect health concerns.
 3. We pay out when something goes wrong
 4. Aggregate data is used to help create programming for employees to participate

- viii. Gym be free for staff and faculty?
 - 1. Students are also paying for it
 - 2. Pay people to supervise the gym
 - 3. New equipment coming in December/January
 - 4. Onsite costs. A lot of upkeep to run a gym facility
 - 5. \$150 a year. Cheaper than other gyms in the area. Full time student, you have already paid your fee
- ix. Always so positive
 - 1. A lot to be positive about. A lot to be happy about! I always look back at the “dark times”, we made it and we wouldn't have done it without working together.
 - 2. Reflect on what we have done and achieved, how can you not be positive?
- x. Change one decision since becoming President
 - 1. Making decisions is not fun. Make the decisions for survival and the betterment of our institution
 - 2. I wouldn't change anything. We wouldn't be here without the majority of the decisions that we have made.
- xi. Senate Bill 1 Challenges
 - 1. SB 1 – we still have centers, but we do not have positions.
 - 2. Eric Corbitt has provided “Raider Round Table” opportunities with the students who are within those centers.
 - 3. Attorneys, Kurt, and Eric to talk about free speech. There is a difference between free and hate speech.
 - 4. The students in those centers have not been abandoned.
- xii. Don't forget to come to the holiday breakfast and Raidersgiving!!

2. Roll Call

3. New Business

a. Leadership Updates

i. Emily's Report

- 1. Open Enrollment is due Nov. 14
- 2. Announcement: Winter leave will be fully paid and permanent. The university will be closed.
- 3. Business partners will work with managers to identify and support to essential employees who work during the winter break.
- 4. Winter break starts the business day before Christmas day. University will be closed business day before the Christmas holiday (Dec. 25) through January 1.
 - a. 2025, 2030, 2035: We will also be closed January 2
- 5. Information is available on HR website, in the policy and email went out at 10:30am 11/13/25
- 6. Winter break policy 8440

- a. *Hope you were able to successfully complete your open enrollment*
 - b. *Financial consequences (late fee) if not completed by deadline*
 - c. *Previously had to plan for several vacation days*
 - d. *Reach out to business partner with questions. Policy does not include part time employees.*
- ii. Campus engagement fee
 - 1. No additional update, HR is always reviewing everything. Working on how we advertise all our benefits. Employees who pay the fee and have questions, please call HR. The fee is not a 1 to 1 like the Student Legal fee. It is different.
 - a. *The campus engagement fee is the campus engagement fee.*
 - b. *President Sue shared that this fee was voted on by the student body and is going to be used for the Campus Rec center and Career Services. Coursera is included in that fee and everyone has access to that platform.*
- iii. Question asked to Emily from Staff Senate: Internal promotion –what is the basis for this policy
 - 1. This is the baseline. Can expect to get a 5% or the minimum, then HR reviews other components of the salary and experiences.
 - 2. No compensation studies are in the works, but they are constantly looking at positions and units.
 - 3. Two compensation people with three business partners make up the team who look at the compensation practices.
 - 4. Business partners support the units and provide coaching to the manager to help their personnel and team.
 - a. *HR is always reviewing components. Talk with your HR Business Partner*
- iv. HMI update
 - 1. 999 complete biometric screening. 109 did not complete.
 - 2. Aggregate data is available on HMI website.
 - 3. \$150/month fee for those who don't complete the HMI requirement. Going up to \$160/month effective Jan. 2026.
 - a. Current open enrollment warns employees that if you don't complete the HMI requirement that you will be charged \$150 in 2026. If you don't complete the HMI requirement by Aug 31, 2026 you will be charged \$160 in 2027.
 - b. *The fee is also ensuring that you are being healthy.*
 - c. *Wright State pays as we are self insured, so the HMI is implemented.*

- v. Staff development survey results
 - 1. Overall very happy with experience
 - 2. Feedback: more professional topics, food challenges.
 - 3. *Dietary restricts were the biggest challenge. Quest (Jen Gebhart) will work with HR for future planning.*
- vi. Benefits and wellness Fair feedback
 - 1. 35 participating vendors. 350+ employees attended.
 - 2. Hardship: \$170 in cash contributions. \$2808 total in the fund
 - 3. Considering holding fair annually or bi-annually.
- vii. Coursera analytics, are employees using the service?
 - 1. Initiative for students as primary. Employees have access because of the W#.
 - 2. Some of the courses you are getting certificates and micro-credentials.
 - a. *Michael or Alyssa from CaTS would love to help share information on Coursera.*
- viii. Limitations on classes staff can teach
 - 1. Is there an exception procedure if someone wants to teach more?
 - a. Faculty IT committee – Policy 8150.3 maximum assignments.
 - b. Head it up your chain of command if you need an exception.
- ix. Employee hardship fund
 - 1. Fundraising ideas
 - a. Chipotle, Canes, Texas Roadhouse
 - b. Round up at the bookstore
 - c. Donation from Kroger Plus, Meijer rewards
 - 2. Trends have been up as people have heard about the fund. Michelle Van Huss and Betsie Turner are on the committee. Committee members are identified on the website.
 - 3. Staff Senate Exec. Committee to share the fundraising ideas with the Hardship Fund Committee so that the fundraising ideas come out of the group. Faculty and Staff both use the funds.
 - a. *Ideas are being shared with committee.*
 - b. *Joint committee to help with Employee Hardship Fund*
- b. Staff Senate – remembrance of former Senator Connie Bajek
 - i. Sent out a message to the staff because funeral service will take place prior to the Staff Senate meeting.
 - 1. *Obituary was sent out via email for Connie to share funeral services prior to sharing this info at Staff Senate meeting.*
- c. Staff Senate Committee Updates
 - i. Goals and Action steps (due Nov. 20)

- ii. Door decorating details to be sent out ahead of meeting
 - 1. First submission date is December 5

4. Old Business

- a. Staff Survey – List of appreciation opportunities for Wright State Employees
 - i. Staff and Faculty cookout
 - ii. Coffee and Connections
 - iii. Winter Breakfast
 - iv. Staff and Faculty appreciation basketball game (current event)
 - 1. Has there been a decision on an engagement opportunity for this year?
 - v. Swag giveaway

5. Staff Senate Committee and University Committee

- a. Reports
 - i. Governance and Membership Committee
 - 1. *No report*
 - ii. Policy and Welfare Committee
 - 1. *Identified three objectives and started action steps.*
 - 2. *Staff Survey – looking at this week*
 - 3. *Policy – executive committee to talk with HR about moving forward*
 - 4. *Gym cost – talking about that with staff members, but Pres. Sue mentioned the cost in her report.*
 - iii. Communications and Marketing Committee
 - 1. *Update and maintain the staff senate website. More of the site than just focusing on the blog*
 - 2. *Coordinate with other committees to share information out*
 - 3. *Collaborate with other departments to help promote other events going on*
 - 4. *Monthly meetings scheduled.*
 - iv. Community Coalition
 - 1. *Holiday Door Decorating contest. Yes it's happening, feel free to make plans. Submissions is Dec. 5, Voting through Dec. 12. Decisions on 15*
 - a. *First place: president suite at men's basketball game*
 - b. *Second place: \$150 catering voucher.*
 - c. *Third place: \$100 voucher*
 - 2. *Homecoming competition or activity for staff.*
 - 3. *Spring schedule of events, working on calendar. The clothing swap will be happening again.*
 - 4. *Event incentives – what incentive would you like to entice you to participate in staff senate community events.*
- b. University Committees:
 - i. Bookstore and Dining Services
 - 1. *No report*

- ii. Building and Grounds
 - 1. *No report*
- iii. Employee Hardship Fund
 - 1. *No report*
- iv. Health Benefits Advisory
 - 1. *No report*
- v. Information Technology – Faculty Staff Committee
 - 1. No report
- vi. Mental Health Taskforce
 - 1. *No report*
- vii. Student Government Association – Eimaan Virani
 - 1. *No report*

6. Executive Committee

- a. Speakers Schedule
 - i. Nov. 20: President Sue Edwards
 - ii. Dec 18: Jason Anderson and Nick Christian
 - iii. Jan: Laura Luehrmann (tentative)
 - iv. Feb:
 - v. March:
 - vi. Apr: President Sue Edwards
 - vii. May: Greg Sample and Javan Conley

7. Schedule Reminders

- a. Staff Senate Executive meetings – Dec. 4
- b. Staff Senate Meetings – Dec. 18
 - i. *We will see about staff senate talk back events for the spring semester*

8. Adjourn Meeting

- a. Motion: Amanda Watkins 10:52am
- b. Second: Dan Perry