



- I) Call to Order – 1:15 PM
- II) Roll Call
- III) Approval of January Meeting Minutes
 - a. Resubmitting Minutes as corrected. [Approved]
- IV) Approval of February Agenda
 - a. Motion to swap items X and XI. [Approved]
- V) Elections
 - a. Senator Hand:
 - b. Nomination forms are available and will be sent out 2/7/2024
 - c. Member-at-large Nelson: The elections in March are for Officers and Staff seats?
 - i. Senator Hand: Both
 - 1. The form coming out is for officers. However, there will be recruiting efforts to fill vacant seats.
 - d. Member-at-Large Nelson: When will elections for full senate go out to campus?
 - i. May 1st voting will go out to all of campus.
 - ii. April 1st will be staff nominations.
 - iii. March 1st will be officer nominations.
 - iv. Start date for all new senators will be July 1st.
- VI) Confirmations
 - a. Skylar Thimens District 26
 - i. Confirmed
- VII) External Liaison Reports
 - a. ASUW (Associated Students of the University of Wyoming) Chief of Staff, Jerry Henderson (Needs to leave at 1:35)
 - i. New admin starting this semester following the resignation of the president.
 - 1. Kameron Murfitt as president.
 - 2. Cord Anderson Vice president.
 - ii. Working with campus partners to spending down reserves to help students.
 - iii. Awarding \$70,000 in scholarships this (Spring 2024) semester.
 - iv. Drafting budget FY25.
 - v. Lowered ASUW fee for FY25 from \$55 to \$45.50
 - vi. Finish search for ASUW advisor.
 - vii. President Murfitt created an ad hoc committee for parking fees. Members will be assigned soon.
 - b. Faculty Senate – Chairperson Sprague
 - i. I am working to wrangle faculty to serve food April 16th at staff appreciation day.
 - ii. The executive committee feels it would be beneficial to have a freedom expression group built from the president's office.
 - iii. Notification of progress on HS issues; Reg 2-2, has some shortcomings regarding resolving the issues with faculty and staff leaving.
 - 1. Seeking exploration of resolving avenues available to staff in similar situations.
- VIII) Administration Reports
 - a. President's Office – President Seidel

- i. Legislator priority's
 1. Raises for Faculty, staff, and Graduate students.
 - a. Asking for 6 million dollars for the biannual request, 2%/year.
 - b. Governor was supportive of the proposal and took that into his enterprise-wide request.
 - c. Number one priority and the governor has taken that statewide so it may not show up in our reports.
 2. Mental health initiative
 - a. The Governor did not recommend this.
 - b. 1.8 million requested.
 - c. Well, received by JAC and included it in their recommendations.
- ii. Presidential leadership institute.
 1. Launching soon and more info will be provided.
 2. Staff section ready to launch and communication will be distributed this week
 3. Topics will start with a cohort of about 20
 4. Monthly meetings with a final meeting at the president's home.
 - a. Starting May through September
 - b. Conflict Management.
 - c. Clear communication.
 - d. Diversity issues.
 5. Bob Link will help this become part of the Career ladder sys and how this will impact that as well.
 6. Member-at-Large Nelson;
 - a. Can you repeat the dates for the PLI (Presidential Leadership Institute)?
 - b. President Seidel;
 - c. May through September but i do not have exact dates. Those will be included in the communication.
- iii. New presidential excellence award.
 1. Supporting the UWyo strategic plan.
 - a. Student Success
 - b. Faculty excellence
 - c. Financial stability
 - d. Community
 2. \$1,000 award associated with this award as well.
- iv. February 29th will have a staff town Hall
 1. Everyone is welcome
- v. Key initiatives
 1. Student success;
 - a. We need to have an event where we brainstorm how staff impact their success.
 - b. How do we get everyone involved with the student success
 - c. Empowering Staff.
 2. AI (Artificial Intelligence) initiatives are being built and established.
 - a. Looking at other Universities
 - b. Enabling staff
 - c. Please provide input on how staff can use AI
 3. Freedom of expression as mentioned by Faculty senate.
 - a. Great Idea to have a group establish
 - b. As mentioned in cabinet there are still issues with reprisal fear and that is unacceptable.
 - i. We discussed the questions of What is wrong and what can we do.
 - ii. We want to cultivate a culture where people are respectful and can express their opinions.

- iii. I would love to hear from this group on that topic.
- vi. Ombuds;
 - 1. Does your Coffee hour with staff include release time?
 - 2. President Seidel;
 - 3. If there is an issue with release time he would like to know why.
- vii. Bob Link;
 - 1. Human Resources does not deal directly with release time. That comes from the president's office.
 - 2. With that said, this is a culture change we need to work on where we do not need release time to attend university business.
- viii. Member-at-Large Nelson:
 - 1. There is a common concern on campus about timing and when the staff are available to attend those events.
- ix. President Seidel
 - 1. We can address this through working on timing and making it clear that the time is part of your functioning at Uwyo
- x. Senator Monahan;
 - 1. Some constituents are told that there are too many people leaving the area.
- xi. President Seidel
 - a. We will address with Bob Link Later
- xii. Senator Lafleiche;
 - 1. In reference to Grad student Stipend, Will that bring their stipend up "Market" value?
 - 2. President Seidel;
 - a. I am not sure it quite does. But it is a step in the right direction
 - b. We want to make sure we are competitive with other universities in the region.
 - c. I know for sure that the salary increase will not be equivalent to NSF (National Science Foundation) or DOE (Department of Energy) recommendations. They tend to be generous.
 - d. We are taking the first steps to moving in that direction.
- xiii. Senator Krassin
 - 1. What was Metal health money intended for what?
 - 2. President Siedel;
 - a. For everyone and allowing the university to address many concerns
 - i. Hiring additional personnel
 - b. Help with Student Success, helping those students under a lot of stress.
- b. Academic Affairs – Dean Courtney
 - i. Phase 3 of the next generation of USP (University Studies Program) is in development.
 - 1. Co-Chaired by Mandy Gibbson, Provost, and others
 - 2. Sub committees are being formed this week (2/7/2024) with meeting set for 2/12/2024
 - a. Charges;
 - i. Developing definitions of all components.
 - 1. Student learning outcomes.
 - 2. Policy recommendations.
 - b. Campus involvement and feedback sections will occur this spring and we look forward to hearing your feedback on that.
 - 3. The new USP will be active AY26-27.
 - 4. Feedback is particularly important.
 - ii. Vice Provost Matt Grizwald
 - 1. Online bachelor's degrees available now
 - a. Accounting
 - b. Criminal Justice
 - c. Human resources; Concentration in Management

- d. Management
 - e. Marketing
 - f. Organizational Leadership
 - g. Sociology
 - h. General Studies
 - 2. More coming in the future
- c. Ombudsperson – Nellie Haddad
 - i. Staff supervisor relationship
 - 1. Offering workshops to help departments collaborate better. It is called Rules of Engagement.
 - a. This will be a place where the department will get together and decide what types of parameters will make their department work a lot better.
 - b. If you are interested, please reach out to the ombuds office.
 - 2. More effective supervisor training is being developed.
 - 3. Workshops in March maybe;
 - a. Conflict management workshop
 - b. How to get along with anyone.
 - ii. Senator Krassin
 - 1. Are there any staff looking for any workshop? Are you the person to talk to?
 - a. Some but not all
 - 2. If there are staff any crisis, are you the one to talk to?
 - a. Resources are available
 - b. Anything serious will be forwarded to the appropriate persons
 - 3. Is there a list for staff to access for help?
 - a. Let us meet after to work out details on where to find resources.
- d. Office of Research and Economic Development
 - i. Shelly Snyder
 - 1. Update on the 1st annual research and innovations dinner. Held in January 2024
 - a. 4 awards being given annually
 - i. Distinguished researcher
 - ii. Distinguished Innovation
 - iii. Exemplary Culture (Department)
 - iv. Research service
 - 1. Open to faculty and staff.
 - v. Nominations will be requested in the fall
 - 2. Please let us know what research your area is doing research wise.
- e. Division of Budget and Finance Vice President Budget & Finance, Alex Kean
 - i. FY25 budget timeline
 - 1. March 1st – budgets due to the budget office
 - 2. March 11th – April 5th
 - a. President's office review
 - 3. April 15th presenting budget to the board of Trustees; Reg 7-1
 - 4. May 6th-7th College and Division hearings.
 - 5. June 12th Trustees' approval deadline and when they act.
 - 6. 4% tuition increase
 - 7. Fringe rates have been submitted
 - a. Decease to Fac and Staff
 - b. Increase on Student/Non-benefited
 - ii. Senator Vogt
 - 1. Can you provide those fringe rate percentages?
 - a. Faulty 38.7%
 - b. Staff 43.7%

- c. Non benefited 3.3%
 - iii. Senator Roberson
 - 1. Is there any way to speed up the timeline for working with our county Partners?
 - a. We will do our best to address the concurs and reach out as quickly as possible to those partners. However, the June 12th deadline is fixed
 - b. May 6th -7th may be an appropriate time to bring that up as well.
- f. Human Resources Associate Vice President Bob Link
 - i. Online orientation will be distributed for EAP (Employee Assistance Program)
 - 1. Resources are also available on the HR website.
 - ii. 2nd Tuesday every month except January
 - 1. Thrive Professional Development Serries
 - 2. Done through our training area in HR
 - iii. Year-end documents have been distributed.
- g. Senator Monahan
 - i. With the Deloit Study, there have not been deep dives. will there be any more of those
 - 1. Deep Dive next Thursday (2/15/24)
 - 2. Orical will be available in person next week as well.
- h. Division of Operations Vice President Campus Operations, Bill Mai
 - i. January Trustees meeting
 - 1. Final disposition of the Uwyo Aquatics Center.
 - a. Final design changes have been approved as well as budgeting items
 - b. Groundbreaking sometime mid to late summer 2024
 - 2. 15th street and the new housing program being constructed.
 - a. Continuing work.
 - b. March trustee meeting should have more approvals on this.
 - c. Trustees' area on Uwyo website has rendering of 15th street proposals.
 - i. January meeting minutes,
 - ii. Materials section.
 - iii. These would be two rounds of about to help with traffic control.
 - iv. The city has been cooperative in these changes.
 - ii. Senator Czech
 - 1. What will happen to the parking area where the aquatic center is being built?
 - a. The plan is to section off parking for football games.
 - b. Equipment storage in the Summit view parking will be utilized as well.
 - c. Two other lots will also be available for games as well.
 - 2. When the design moved, are there plans for the area they moved it from?
 - a. There is an agreement for the area's use under land and water conservation fund.
 - b. This tide the use to recreation used as well as serving as storm water run off
 - c. As the area is under the national parks they would be involved in approvals and would be delayed enough to prevent using the original spot.
 - d. No change of use.
 - iii. Senator Swierczek
 - 1. Is the new Aquatic Center available to staff? Would that be part of half acre membership?
 - a. Yes, that is the plan.
 - b. Most days will have hours for open swimming to help cover the missing pool space.
 - iv. Senator Tai
 - 1. 15th street, Parental concerns for student pickup and drop off for lab school? What is communication with the school district?
 - a. Access will continue to be a problem as the project continues. The hope is to have the 15th reopen early in the school year to prevent as negligible impact as possible.

- 2. Culture and governance
 - iv. Please participate in our survey being sent out this (2/7/24) week.
 - v. March will be when the results will be compiled and presented
 - 1. The report will be available to the public
 - vi. WyoWeb
 - 1. On WyoWeb page you can find the link “Report a concern”
 - a. Anonymous report system
 - b. These will be included in the report presenting in March
 - c. This is also handled by a third party and not run through any institutional systems.
 - b. Senator Baker Tai
 - i. Are they still submitting their contact information?
 - 1. There is not an option in the survey
 - 2. But they can also enter their information in reporting a concern or emailing the group.
 - ii. Is there protection with reporting concerns?
 - 1. There is no identifying information provided through the report a concern system.
 - 2. The systems allow the risk assessment team to communicate anonymously with those individuals without any individual's information being compromised.
 - c. Member-at-Large Nelson
 - i. This (2/7/2024) week before Friday?
 - 1. Yes
 - ii. When does it close?
 - 1. 1 Week, sometimes we have extended the survey to get more responses.
 - iii. Best completed before February 16th?
 - 1. Yes
- X) New Business
- a. Legislation
 - i. Bylaws
 - 1. 1st Reading; See attached documents. 20 Min
 - a. Senator Hand
 - i. Propose to send any minor changes to the governance committee to be submitted as amendments in March.
 - 2. Discussion opened for major changes and amendments.
 - a. Wording on XVI.E was discussed and amended to the following;
 - i. “The proposed amendments to our revisions of the bylaws will be provided to the University President”
 - b. Any edits and remarks. Send to Senator Hand
- XI) Old Business
- a. Legislation
 - i. Third Reading Bill 60
 - ii. Voting Bill 60
 - 1. motion to move its discussion to after we vote on Bylaws
- XII) Executive Reports
- a. President
 - i. Course Release Resolution 250 update
 - ii. Website update
 - 1. If you need a headshot picture, please reach out to Christina
 - iii. Please ask your constituents to vote for Employee of the 1st Quarter. Deadline is March 1st
 - iv. Let your supervisors know in advance of your committee engagements so they can plan for your absence.
 - b. Vice President

- i. Alumni association is accepting distinguished alumni award
 - 1. Contact Jack ternate for more information.
- c. Treasurer Frankie will be online to present at 2:30. May need to circle back to this item
 - i. FY25 Budget Vote
 - ii. Presentation
 - iii. Voting was postponed due to lack of Quorum.
- d. Motion to adjourn

Due to the extended time the meeting was adjourned. Senators were asked to submit their reports to be included with the minutes.

- e. Secretary
 - f. Member-at-Large
 - g. Director of Outreach and Engagement update
 - h. Legislative Affairs update
- XIII) Liaison Reports
- a. Advisory Council on Diversity, Equity, and Inclusion (Senator Teng)
 - i. Christina has informed them that I am the liaison, but I have not received any information regarding upcoming meetings. So, no updates.
 - b. Athletics Planning Committee (Senator Teng)
 - i. The first meeting for this semester is scheduled for the end of Feb. I will have a report at our March Meeting.
 - c. Campus Safety Working Group (Senator Moede)
 - i. No meeting scheduled yet.
 - d. Classification/Compensation (vacant)
 - e. Enterprise Risk Management Advisory Committee (Senator Teng)
 - i. The first meeting for this semester is on Wednesday. However, I have a pre-arranged commitment at UW-Casper. I will not be able to attend, but I will request meeting minutes to share at our March meeting.
 - f. External Relation Connections & Communications Working Group (Senator Tai Baker)
 - g. Food Security Taskforce (Senator Monahan)
 - h. Fraternity and Sorority Life Task Force (Senator Monahan)
 - i. Green Dot Committee (Senator Hand)
 - i. Tabling will take place next week during Love Month festivities at the Union Breezeway.
 - ii. Staff Booster is being planned where departments will be pitted against each other in a Green Dot Family Feud game. More details to follow.
 - iii. Green Dot Student Trainings: Feb. 24 1-4:30, March 22 4 – 7:30, April 27 1-4:30
 - iv. Next staff overview training will be April 9 at 3:30, place TBD
 - v. Denim Day is set for April 24th
 - j. No More Committee (vacant)
 - a. Public Art Committee (Senator Grosinger)
 - b. Parking Committee (Senator Van Cleave)
- XIV) Committee Reports
- a. Recognition Committee – Senator Moede
 - b. Staff Relations Committee – Senator Czech
 - c. Governance Committee – Senator Hand
 - i. Send any Bylaws minor corrections to Senator McGinley or Senator Hand
 - ii. Correction from Elections Q/A at start of meeting:
 - 1. Nominations for Officers will go out soon to Senators
 - 2. Election of Officers will be held at the May meeting after election of Senators
 - 3. Senators with Term 1 Seats expiring will be included in the election for Term 2 unless they send a notification of resignation to President Comeau and Ms. McDonald

- a. Senator Swierczek, Seat 2
- b. Senator Paintin, Seat 3
- c. Senator Roberson, Seat 14
- d. Senator Wolfinbarger, Seat 20
- e. Senator Van Cleave, Seat 21
- f. Senator Jackson, Seat 30

iii. Hoping to recruit new senators for these 14 vacant or soon vacant seats – spread the word:

1. Academic Affairs Division: District 11 and 12 (term ending June 30, 2024)
2. Administration Division: District 19 and 35 (term ending June 30, 2024)
3. IT (Information Technology) Division: District 29 (term ending June 30, 2024)
4. Student Affairs Division: District 38 (term ending June 30, 2024)
5. Academic Affairs Division Mid-term Vacancies: District 8
6. Administration Division Mid-term Vacancies: District 22, 23, 39, 40
7. IT Division Mid-term Vacancies: District 27
8. Government, Communications/Marketing, DEI & Legal Affairs Midterm Vacancy: District 33
9. Research and Economic Development District 32

XV) Public Comment

XVI) Adjournment – 3:48 PM

XVII) Public Forum

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Jesse Grosinger", with a large, stylized flourish at the end.

Secretary Jesse Grosinger