



Full Senate Meeting Minutes
March 6th, 1:15 p.m.
Wyoming Union Senate Chambers

- I. Call to Order**
- II. Roll Call**
 - a. Present**

David Keto, Jennifer McKenna, Susan Schulz, Meghan Monahan, Rachel Stevens, Katherine Kirkaldie, Cathy Moen, Jennie Hedrick, Angela Reddick, Mandy Gifford, Chris Maki, Chad Bade, Kevin Coleman, Heather Earl, Kristen Smoot, Jason Gonzales, Eloy (Ace) Malsom, Meghan Kerley, Jennifer Heupel, Renee Ballard, Jonathan Goldman
 - b. Excused**

Lindsay Galey, Carl Mehta, Leland Schroyer, Xavier Gonzales, Kristin Blevins, James Wheeler
 - c. Absent**

Jeannie Czech, Jason Anderson
 - d. Proxy**
- III. Approve February Minutes**
 - a. Stand approved as corrected
- IV. Approve March Agenda**
 - a. Move the Guest and Special Programs before Special Business
 - b. Agenda stands approved as amended
- V. Guests and Special Programs**
 - a. Wellness Benefits, Allison Burron (Cigna) and Brad Cooper (Mines & Associates)
 - i. Cigna
 - 1. Initiative is to help reduce claims
 - a. About 60% of employees on the plan have chronic conditions
 - b. One is to get people moving
 - c. Another is to increase Preventative visits
 - d. Increase well visits
 - i. Become comfortable with their doctor and have discussions about chronic diseases and wellness
 - 2. Would love feedback on how Cigna can help our employees get healthier
 - ii. Mines & Associates
 - 1. Coaching/Counseling services
 - 2. Connect with a Wellness Coach
 - a. They will address anything people are struggling with.
 - iii. Cigna and Mines collaborate together
 - b. Questions
 - i. Some of our employees can't afford the wearables, how can they participate in some of these programs that pick up the data from the wearables.
 - 1. There is a discount for Fitbit through a subsidy
 - 2. Information can be entered through the website
 - ii. Registration closed two days after we received the email

1. Registration didn't actually close, there was a drawing for a prize that had closed for entries.
- iii. Is the report being presented next week become public at some point?
 1. Not sure, will check
- iv. Who is the UW rep in the group Cigna is presenting to?
 1. Don't know, will check
- v. The 60% of subscribers (not spouses or children) Employees Group Insurance, how does that compare to other rural states?
 1. We are a bit higher
- vi. Cigna is working to make all providers and hospital beds in network.
 1. Difficulties in negotiating does occur
 2. Sometimes the providers combine a wellness visit with a doctor's visit
 - a. If you have a pre-existing condition, when a doctor addresses that condition during the wellness visit, the medical coding prevents the visit from being considered a wellness visit

VI. Special Business

VII. Administration Reports

a. Division of Administration - VP Theobald

- i. Break down of the supplemental budget that was approved
 1. State is providing about a 2% salary increase
 - a. Couple constraints
 - i. Anyone who makes over \$80,000 will only get 2% on the first \$80,000.
 - ii. Still going through the salary policy for the most part, still checking on details.
 1. Across the board cost of living
 2. Approved \$1 million increase into pool of money that is currently \$4 million for Athletics. If UW raises \$4 million then UW receives the pool of money.
 3. Rodeo program received \$500,000 for covered practice arena, animal stalls, stables, etc.
 4. \$250,00 for Vet Lab if we have a director hired by March 30, 2020.
 5. School of Energy Resources will get matching funds up to \$4 million.
 6. Increase for President's scholarship program, matching \$2.5 million if UW raises \$2.5 million.
 7. \$500,000 for Excellence in Agriculture
 8. \$1 million for programmatic aspects of the Science Initiative (people, equipment, etc.).
 9. \$1 million to create a career and technical education program in school of Education.
 10. \$3 million for Engineering and Applied Sciences for programmatic aspects.
- ii. Community Colleges are approved to award bachelor's degree in Applied Sciences
- iii. Questions
 1. Is the raise for staff or faculty
 - a. Both
 2. Are the funds for athletics for facility use or personnel use, or something else?
 - a. Recruitment of prospective student athletes
 - b. Expenses for participating in athletic events

- c. Tutoring etc.
- d. Travel
- e. Athletic training equipment
- 3. Housing
 - a. They are going to exchange money with us so that we can bond through a loan program.
 - b. Looking at the financials
 - i. It is borrowed money
 - c. Researching what kind of buildings we need and want.
 - d. West side of 15th between Lewis and Grand – once it's figured out they will start on the first building
 - e. When will Wyo Hall come down
 - i. It's the Trustees decision
 - ii. It's complicated
- 4. Reported that money for staff and faculty, there is supposed to be a report back to the state by October on how those moneys are distributed
 - a. UW will send the state a spreadsheet reporting on how the moneys are distributed to show that it was a uniform distributed.
- 5. Is there going to be indirect costs taken out of the matching funds for School of Energy and Resources?
 - a. Don't know, will check and get back to us.
- 6. Do we know how the new approved bill for housing will impact the report on parking for transit services, will it be revised?
 - a. Parking study is March 31 and it will feed into the Campus Master Plan.
 - b. Not sure if they are going to include the change in the final report.
- 7. 2% salary increase, is the admin considering supplementation with other resources?
 - a. For state funded employees, no, but for other positions that aren't state funded, yes.
- 8. Salaries for Family Residencies and others that were left out during the last salary increase?
 - a. Yes, these entities are now recognized as a part of UW and are UW employees.
- 9. The salary increase will also include grant funded employees, the department will need to find the fund.

b. Human Resources

- i. Payroll go live is still scheduled for April
 - 1. Promise that we won't go live until we can pay people
 - a. They are chipping away at the remaining problems
- ii. Performance
 - 1. Due at the end of March
 - a. There is a glitch in the interface since the last update.
 - i. Regular speech button isn't working.
 - 1. Need to click on the title to open the comment box
- iii. President has put together a working group to implement changes for the Great Colleges to Work For recommendations
 - 1. Strategic Improvement Working Group

a. Members

- i. Michael Barker, Chair
- ii. Laura Shevling, Co-Chair
- iii. Megan Barber, Staff
- iv. Jesse Begin, Staff
- v. Kristin Blevins, Staff Senate
- vi. Robert Sprague, Faculty
- vii. Adrienne Freng, Faculty
- viii. Jeff Miller, Faculty
- ix. Melinda Benson, Admin
- x. Jo Chytka, Admin
- xi. James Ahern, Admin

b. Communication specialist will also be chosen

c. Will be responsible for facilitating the development and implementation of actionable improvement plans with responsible offices.

- i. Will be coordinating subgroups for implementation work.

iv. Data Governance working hard to put together the data dictionary and where it can be found. Working on timestamping. Trying to figure out how to fund this.

v. Questions

- 1. Any plan to set up a connection to other groups, K12, Community Colleges, etc.
 - a. K12 doing their own thing – purchased something
 - b. Some cost associated with the data management tool that the community colleges are using.
- 2. Will professional development go beyond just what training IT offers?
 - a. Alec's involvement helps with the implementation of digital training as well as technical training. Jesse's involvement will help with the training modules we are looking at purchasing from LinkedIn.
- 3. How will the Lab School be treated with the data governance development?
- 4. What happens if the Payroll module doesn't work or looks iffy coming up to April 1st?
 - a. They have the latitude to push it back if needed, but HR has been doing triple entry for the last month and a half and they can't keep it up indefinitely.

c. Academic Affairs

- i. Have the finalist on campus this week for the director of the American Heritage Center
- ii. College of Agriculture and Natural Resources
 - 1. Change in Interim leadership
 - a. Mark Stayton, former dean came out of retirement to help out
- iii. College of Health Sciences dean still in progress
- iv. Business Operations office is experiencing significant vacancies and they are trying to avoid any significant delays caused by the vacancies. Please work through the Dean's office to work through delays.
- v. Questions
 - 1. Consultant's report about the American Heritage Center
 - a. Was this released? Will it be released?

- i. Thought it was released but will look.
 - 2. Discussion about how faculty get a 5 on their performance review
 - a. Dept heads and academic managers were asked last fall to start rating all employees, staff and faculty, on the same scale.
 - b. Expectation documents, which are specific to the various areas

VIII. Old Business

- a. Second reading for Staff Senate Resolution #235 “Request to Establish an Ombudsman Program”
 - i. Motion to pass made
 - ii. Staff Senate Resolution #235 “Request to Establish an Ombudsman Program” passed

IX. New Business

- a. First reading for Res #236 “Resolution Regarding Sexual Violence on UW Campus”
- b. First reading for Res #237 “Resolution in Support of Longevity Pay for University of Wyoming Classified Staff Employees”
- c. First reading for Res #238 “Request for Modification to Salary Policy”
- d. First reading for Res #239 “Request for Revision of Data Governance Committee”

X. Liaison Reports

- a. ASUW
- b. Faculty Senate
 - i. Rachel Stevens gave presentation to Faculty Senate about how many staff on campus have second jobs and/or public assistance
 - 1. Faculty Senate discussed forgoing raises for faculty to address salary inequities with staff.
 - ii. WyoCloud & HCM
 - iii. Great Colleges Implementation working group
 - iv. Taglines and signatures on email
 - v. Discontinuing a program
 - vi. Regulation 215
 - 1. Change to Academic Freedom and Academic Freedom of Expression
 - vii. Election
 - viii. Research Council
 - 1. Meetings are closed
- c. Advisory Council on Diversity, Equity, and Inclusion (Xavier Gonzales)
 - i. Meeting notes to come
 - ii. Survey to come
 - iii. How to work with K-12
- d. Athletics Planning Committee (Cathy Moen)
 - i. First meeting this Friday
- e. Campus Master Plan (Renee Ballard)
 - i. Will send out the information in email
- f. Great Colleges to Work For Task Force (Carl Mehta & Chris Maki)
 - i. Kristin Blevins is our representative
 - ii. They are going to start with our data and meeting information
 - iii. Discussion about the composition of the implementation team
- g. No More Committee (Renee Ballard)

- i. Several upcoming meetings
- h. Public Art Committee (Susan Schulz)
 - i. Have not met
- i. Student Media Board (Emily Edgar)
 - i. No information
- j. UW Facilities Council (Jason Gonzales)
 - i. No information
- k. Wyoming Union Visioning (Kristin Blevins)
 - i. Met with Mackey Mitchell to gather data from groups around campus (mostly focused on students right now).
 - ii. Most common themes to make the union the heart of campus again, making it the living room for students while keeping a sense of community.
 - iii. We will be getting a review of the information and I will be sure to share with Senate.

XI. Officer Reports

a. President, Renee Ballard

- i. Asking for people to send Senator Blevins two names of possible senators.
- ii. Evaluations
- iii. Parking Study
 - 1. Exec wants to send letter to the President and highlight 3 items
 - a. Equity
 - b. Flexibility
 - c. Other state employees typically don't pay for parking
- iv. Academic and Freedom of Expression

b. Vice President, David Keto

- i. No report

XII. Committee Reports

- a. Communications Committee – Senators McKenna & Stevens
 - i. Meeting – March 7, 3, 9:00, BU, 191
 - ii. Staff newsletter went out
 - iii. Added scholarship page and relinked
 - iv. Worked on SRD items
- b. Credentials and Elections Committee – Senators Blevins & Galey
 - i. Meeting – March 19, 2:00, Wyo Hall, 402
 - ii. I will be doing officer elections with the survey tool over the next 2 weeks to get elections done and start having people shadow.
 - iii. CEC will email full senate about the process/give plenty of time for all senators to cast their vote.
 - iv. This will coincide with the elections done by spring break time line we set in the fall.
 - v. We currently have a senator accepted nomination in each position (waiting on replies for a few more to have running mates).
- c. Finance Committee – Senator Gonzales
 - i. Meeting – March 20, 8:30, Merica, 320
- d. Recognition Committee – Senator Hedrick
 - i. Meeting – March 14, 9:00, BU, 191 (inside BU, 187)
 - ii. Meeting – March 21, 9:00, Union, 202

- e. Staff Relations – Senator Heupel
 - i. Meeting – March 18, 10:30, Union, 202

XIII. Open Forum

Meeting adjourned at 3:50 p.m.

Respectfully submitted,



Kristen K. Smoot
Staff Senate Secretary

