

**UNCLASSIFIED PROFESSIONAL SENATE  
MEETING AGENDA  
Wednesday, October 2, 2019; 2:00 p.m.  
Meadowlark Room, OSC**

**Attendance**

UPS Senators in attendance: Brenda Hawkins, Tammy Higgins, B.B. Stotts, Greg Murray, Jamie Oliver, Taylor Gravett, Lindell Haverstic, Brad Stefanoni, Jason Kegler, Stacey Bacon, Tracy Holzem, Andra Stefanoni, Amanda Williams, Kevin Kalm, Tim Padgett, Nathan Davis, Mary Jo Meier, Stephanie Swezey

Ex-officio Members in attendance: Kevin Bracker-Faculty Senate President, Steve Erwin-President's Council, Lexington-Student Government Association representative

**I. Call to Order with Introductions and Roll Call**

Meeting called to order at 2:00 p.m. by Brad Stefanoni

**II. Approval of Minutes**

Kevin Kalm motioned to approve minutes from September 4, 2019. Tammy Higgins seconded the motion

**III. Guest Speaker-President Steve Scott**

Enrollment numbers for this semester and there is an increase in head count which hasn't been the case for PSU recently. There has been a national and regional trend of decreased enrollment in higher education. The increase in enrollment is mostly driven from graduate enrollment. Transfer enrollment is also up. That fact that we did not increase tuition this year may have helped this. K state and Washburn both reported decreased enrollment. International recruitment is tough market right now. Our international student enrollment is low 200's but at one time it was in the 500's. The goal will be to hold tuition flat next academic year but it will depend on state funding.

Rumble in the Jungle taking place this Saturday has over 1400 people planning to attend. Athletics provided some free and reduced tickets to the football game for these guests.

The State of Kansas revenue for September was \$43 million ahead of projections.

Gorilla Advantage currently offers in-state tuition for specific counties in Missouri, Arkansas and Oklahoma but starting fall 2020 it will include all of Missouri, Arkansas and Oklahoma.

**Employee Satisfaction Survey:**

Employee Survey that was administered by the Docking Institute has released the results, although they are not available to the public yet. PSU had one of the highest rates of completion. Michael Woodrum was major driver of this survey during his time as USS president. The initial plan was for USS to be surveyed and then was expanded to include UPS as well. PSU told them they are ready to make it public when docking is ready but it's possible they won't be made public until they are reported to the Kansas Board of Regents in December.

There are a lot of positive responses but President Scott expressed he's concerned about the negative responses because he always wants to make things better.

There have been efforts over the last several years to give employees additional benefits: summer hours, flex schedule/telecommuting, access to rec center, services at health center. The most disappointing figure from the survey is that PSU had the most negative responses of all the institutions that participated. Majority of negative response were from USS staff.

The Layoffs were probably heavy on peoples' minds at time to survey, especially USS because the positions affected. As a side note, most of the employees laid off have been hired back.

President Scott believe that we should be as transparent as possible, ex: townhalls. He thinks some people could leave those meetings feeling dejected and may effect moral. He still feels that it's important to be open with the faculty and staff about what is gong on. We have 100 fewer employees than we did in spring 2016 and 800 fewer students. A reduction in enrollment means a reduced workload in some areas but not in others. For example: the grounds crew, campus didn't get any smaller and there is no less grass to mow. President Scott expressed he is committed to trying to figure out what additional things can be done to make PSU a better place to work and make employees happy.

Job security, fair salary, good benefits were things that made people so happy in the past to work here. Some of those things have been chipped away over the years. A lot is being done, but would still like to do more. Would like to do survey in 3 or so years and hopefully employee satisfaction will have improved.

There was a question asking if you think your supervisor appreciates you, if you think the person above your supervisor appreciates you and so on. He would really like to see improvement in this area because he want employees to feel appreciated.

He asked if anyone had input on or suggestions. There were no comments.

He expressed the general point he wants to get across is that this is important to PSU and wants to see employee satisfaction improve. Please reach out later if something comes to mind.

Lindell Haverstic asked if President Scott knows how other institution are going to share survey results. He thinks some schools were leaning toward waiting until December when they are presented to KBOR but he has said he's ready for it to be shared as soon as the Docking Institute is ready. It not clear at this time if it will be just results or if the comments will be included. He is a little concerned that some comments may make it obvious who wrote them and maintaining anonymity is important.

The regents will be on campus starting on November 20<sup>th</sup>. They will have a board meeting in the Ballroom on Wednesday. On Thursday they will be doing a tour. There will be sessions for faculty and staff to meet with the regents and talk directly to them.

#### **IV. Ex-officio Member Reports**

Student Senate- Lexinton, representative from Student Government Associations: nothing to report

University Support Staff Senate-No representative, Terry Pierce emailed before the meeting with regrets that he couldn't attend.

Faculty Senate-Terry Bracker: nothing to report

President's Council Liaison-Dr. Steve Erwin: recommended taking advantage of health center as we're going into flu season, quick in/out, world class facility. President's Council spent a lot of time talking about survey, wondering what are ins/outs to make people happier. He stressed that they truly do welcome recommendations on ways to improve employee satisfaction.

#### **V. Executive Committee Reports**

President- Brad Stefanoni: President Scott made comment to Brad, we're going to throw everything on the table to see what has potential. Brad again encouraged UPS to share recommendations/ideas regarding improving climate on campus.

Past President- Lindell Haverstic: UPS SharePoint access has been updated for new members of ex council.

President Elect- Dr. Jason Kegler: Nothing to report

Secretary- Stephanie Swezey: At the last meeting UPS voted to use a UPS logo on the website instead of having a senate photo taken each year. University Marketing and Communications provided a logo and it has been added to the website.

Treasurer- Tim Padgett: No changes to accounts since last report

#### **VI. Committee Reports**

Parking Committee-Tammy Higgins: On appeal was reviewed and determination made. University Police and Parking takes pictures and makes things very clear when reviews are needed. Steve Erwin commented that mid year the committee will be looking for new chair, current chair has done it for 2 years and worked hard and done a lot of good work and is ready to step down. See Steve Erwin if interested in that.

Strategic Planning Council-Erin Sullivan: Called Stephanie prior to meeting to share that the council is reviewing the current Strategic Plan.

University Critical Incident & Crisis Response Team- Brad Stefanoni: Nothing to report

#### **VII. Committee Chairs and Volunteers**

Campus Safety & Security Task Force-Stephanie Swezey: the task force is getting ready to start meeting again and goal is to work hard this year and wrap up this academic year.

Elections Committee- B.B. Stotts: Nothing to report, won't meet until spring

By-Laws Committee- Still no one on committee. Brad asked for two volunteers, no volunteers.

Professional Development Committee-Tim Padgett: One grant has been given out and there is plenty of funding left for the year.

#### **VIII. Old Business**

No old business

#### **IX. New Business**

No new business

#### **X. Good of the Order**

Andra Stefanoni: A couple of ribbon cuttings/ceremonies coming up: Friday 11:00 a.m. School of Nursing ribbon cutting for newly completed reno of lecture hall. Tuesday 2:00 p.m. Axe Library tours for newly completed space, reception & 40<sup>th</sup> anniversary of axe library

Stephanie Swezey-Admission probably still needs volunteers for Rumble in the Jungle. They have a very large group and are feeding them before the game. Recommended reaching out to Scott Donaldson if you can help.

Lindell Haverstic asked if the SGA representative wanted to say a little bit about the upcoming SGA reunion. Stephanie Swezey offered to talk about the reunion as the Alumni Office is putting on the reunion together with SGA. Reunion will be Thursday, Friday and Saturday of football homecoming. She gave a brief explanation of the activities taking place

for reunion attendees. She mentioned there are a lot of local people but also people coming from other states. The alumni attending are a variety of ages.

- XI. Adjournment- Next meeting is November 6: 2:00-3:00, Meadowlark Room-OSC**  
Brenda Hawkins made a motion to adjourn the meeting. B.B. Stotts seconded the motion.  
Meeting adjourned by Brad Stefanoni at 2:53 p.m.