

University Staff Senate Meeting Agenda

Date: Wednesday, May 13, 2026

Location: Meadowlark Room, Overman Student Center, Pittsburg State University

Time: 1:30 PM

- I. Call to Order
- II. Roll Call and Confirmation of Quorum
- III. Approval of Previous Meeting Minutes
- IV. Guest Speaker
 - a. None
- V. Shared Governance Report
 - a. Faculty Senate
 - b. Student Government: see April minutes
 - c. University Leadership: Emily McElwain
- VI. Human Resources Report
 - a. General Report
 - b. Orientation Report: see May minutes
 - c. Employee Initiative Teams (EIT)
 - i. Kudos/Recognition
 - ii. Professional Development
 - iii. Onboarding/Offboarding
 - iv. Employee Wellness
 - v. Performance Management
- VII. Cabinet Update
 - a. Presidents' Report
 - i. Regents Universities Meeting: see May minutes
 - ii. PSU Leadership Meeting: see May minutes
 - b. Treasurer's Report: Libby Graham: see May minutes
- VIII. Committee Reports
 - a. Satisfaction Survey: Michael Woodrum
 - b. Parking Committee: Stephanie Willis & Heather Busch
 - c. Board of Governors: Donna Jacobs
 - i. Didn't meet
 - d. Display Case Subcommittee: Sarah Moon
 - e. Elections Committee: Tom Smith
 - i. Senate president update
- IX. Old Business:
 - a. Ribbons for University nametags
 - b. End-of-year banquet
- X. New Business and Questions
 - a. Open to the floor
 - b. Next meeting: Staff Senate Banquet on Wednesday, June 3, 2026, from 11:30AM–1:00PM at The Pitt.
 - i. Calendar invite will be sent to supervisors.
- XI. Adjournment

Regent USS/UPS Shared Council Meeting

9:30 – 10:30 May 12th, 2026

ESU hosting via Teams

Meeting Agenda

- Call to Order
- Reports

Emporia State University

- KBOR visited in April
- HR approved for new systems including onboarding, evaluations, professional development, and job classification review.
- Selected Staff of the Year – will announce this week
- Held last two campus wide events for the year
- Unions – Do you have one and how many staff members do the represent.
- No change in our Senate Leadership for next year
- Will use the summer to continue to build on opportunities to be involved with leadership.

Fort Hays State University (Nikki Houchen & Tyler Marcotte)

- Planning on going to KBOR next Wednesday
- Holding elections for Secretary and President-Elect this afternoon
- Discussing the USS/UPS Regent Survey in our Staff Senate Meeting today
- Tuition
- State Health Insurance
- KBOR Staff Member
- 125 year anniversary!

Kansas State University

- We just rolled out our new performance management system to all University-wide for mid-year review for supervisors. Training is ongoing and new to everyone. There are lots of questions, and HR, Talent, and Development are partnering on the training.
- Conversations continue regarding updating PPM policies and Handbook policies. Current processes are different for USS and UPS.

- KBOR Staff of the Year selected – Name put forth to the President for submission to KBOR – Provost office has indicated they want to be involved in selection. How do you select? Are you involved in the selection?
- Compensation study & career architecture development has been completed with the assistance of Huron consultants. Initial below-market adjustments are expected to be implemented by the end of calendar year 2026.
- We (The PSA Docking Survey committee) are working with our DCM to launch our Staff survey webpage.
 - We have looked at WSU & KU as examples. Does anyone else have a dedicated webpage for survey information? How do you feel about its functionality? Does it get a lot of traffic, and do you know who visits?

USS just held their 49th annual recognition ceremony. Plaques are given for years of service in 5-year increments. (5, 15, etc)

Pittsburg State University

- New senate president will be Tom Smith; a new president elect will be selected in August
- Launch of Gorilla Plan – new dashboard for Pitt Access strategic plan
- Shared Docking results with President and CFO last week
 - Some discussion about revisiting non-compensation benefits for employees as we face tighter budgets
- Completed a by-law revision updating some election/selection details
- HR leadership change upcoming in the next year
- Work on ombuds type role slated for this summer
- End of Year Senate recognition planned for next month

Wichita State University

- Wichita State University Staff Senate completed campus listening sessions with employees across the university and identified major concerns related to communication gaps, budget uncertainty, increased workloads, HR policy confusion, and course availability issues impacting students and staff.
- Human Resources shared that discussions are underway regarding the future of remote work, though no formal decisions have been made. HR is also launching a new “Stay Interview” initiative this summer focused on employee retention and feedback.

- CAPS announced plans to launch new employee wellness initiatives, including a campus running group and meditation group.
- Gabriel Fonseca will assume the role of Staff Senate President in July 2026, and preparations are beginning for upcoming Executive Committee elections.
- Awards processes and celebrations just finished last week.
- We will be scheduling a meeting with General Counsel soon to discuss our role in policy review because there have been some struggles this academic year with timely requests from them.

University of Kansas

- Marissa Marshall, outgoing KU Staff Senate President, issued a detailed year-end report: [📄 Staff Senate President End of Year Report 2025-2026.docx](#)
- Jessica Chilcoat became KU Staff Senate president and Katy Movich became vice-president/president-elect on April 15; we will elect new committee chairs and USS-UPS Council representatives on May 13
- Corinne Bannon, Vice Chancellor and Chief Strategy and Data Officer, is visiting Staff Senate on May 13 to discuss the “One KU” strategic framework, which better combines KU’s main campus with KU Med and several small satellite campuses: <https://oneku.ku.edu/>
- Staff Senate, Faculty Senate, and Student Senate are exploring the possible impacts of the One KU initiative on the future of university governance, as well as the impact of the newly approved faculty union contract
- Governance leaders are also considering how to make future guest speaker presentations more engagement oriented and less of a one-way presentation
- Employees of the Year were announced at the annual [Employee Recognition Ceremony](#): Yuki Watanabe, International Support Services assistant director, and Charles Wooters, KU Lock Shop supervisor
- The University Ombuds search is starting soon, with an interim Ombuds to be named after current Ombuds retires: <https://ombuds.ku.edu/>
- KU’s policy on [Professional Development and University Service During Work Time](#) has been updated to include time for university-sponsored well-being events
- LinkedIn Learning is now available to all KU students, having previously only been available to KU faculty and staff: <https://technology.ku.edu/catalog/linkedin-learning>
- A KU parking forum was held on May 5th; a less expensive park-and-ride option from west campus will be returning this fall: <https://parking.ku.edu/park-ride-restart>

Good of the Group

Adjournment

Next Meeting Tuesday, September 7, 2026.

May President Meeting – Key Points & Dates, 5/6/26

- Leadership Transition: Tom Smith will be sole president next year; transition to combined structure.
- Survey Findings: Morale declined ($\approx 40\%$ UPS, 37% USS); salary remains top concern.
- Key Concerns: Significant % of employees hold second jobs ($\approx 37\text{--}38\%$).
- Recommendations: Conduct transparent salary study; implement standardized supervisor training; explore tuition assistance; improve succession planning.
- HR Leadership Change: Current HR leader retiring within next year; search firm RFP in progress.
- Compensation Strategy: Focus on long-term improvement rather than immediate fixes; consider alternative benefits.
- Budget Context: Compensation prioritized but dependent on enrollment growth and revenue.
- Storage Need: Senate requests small storage space for materials
- Extra Compensation for President, President-Elect, & Secretary will be reviewed after further findings discussed.