

University Staff Senate Meeting Minutes

Date: Wednesday, September 10, 2025

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

Time: 1:30 PM

Call to Order

President Eva Sanger called the meeting to order at 1:33 PM CDT.

Roll Call and Confirmation of Quorum

Quorum was confirmed. The attendance list is attached to these minutes.

Approval of Previous Minutes

Previous minutes were approved by the Senate unanimously.

Guest Speaker

Sen. Michael Woodrum was invited to speak regarding the Docking Institute Employee Satisfaction Survey.

The Docking Institute Employee Satisfaction Survey is a triennial survey whose first set of results were published in 2019. The survey was conceived by staff-representing organizations at multiple KBOR Universities, with the goal to provide a professional analysis representing the needs of the Universities' staffs. The 2019 survey found that one-third of staff worked second jobs to make ends meet, which spurred the first round of legislative funding for salary increases in multiple years; subsequent follow-ups track how employee satisfaction has changed since the first survey went out.

The 2022 survey revealed that not as much changed as was hoped, and it had especially concerning results regarding the number of employees looking for new jobs. However, 2019 and 2022 surveys did effect positive change, including more, smaller payroll deductions for parking permits (which also increased demand for the permits generally); increased staff access to the Recreation Center; employee initiatives; and a new onboarding checklist.

Regarding results for the 2025 survey: 40% of respondents think morale worsened since a year ago. 40% UPS and 23% USS are considering or have a second job, and fewer than 20% of those respondents are doing so for discretionary income. One-third of staff have seen workload increases. Positively, about 60% of respondents report feeling somewhat satisfied or satisfied at work, and a smaller percentage of Pittstate staff are looking for a new job than the statewide average. Pittstate set the statewide standard with a ~60% survey completion rate.

The Senate will convene a committee to review the data, compare the data to previous metrics, and make recommendations. This committee is already full and is smaller than the analogous committee convened in 2022. The committee is aware that pay is the

primary driver for most employees, but will also look at other ways of improving employee experiences.

Shared Governance

Faculty Senate

No member present

Student Government

No member present

University Leadership Team

Emily McElwain provided an update from the President's Office.

Dr. Newsom sent a memo regarding pulling back authority for approving purchases so he could get up-to-date and review contracts and vendors. Search committees and the HR/appointment workflow were temporarily affected, but there was no hiring freeze. An updated process was projected be active in GUS by 9/11/25.

Dr. Newsom is conducting listening tours across campus, with a goal of approximately 25 people per meeting. He wants brief elevator pitches from each department/area/team so he can better advocate for them. He working with VPs to facilitate.

Dr. Newsom's email and phone number were active and searchable in the system. Vicky Newsom is also reachable by GUSMail; she wants to be involved on campus and Emily is facilitating calendar requests regarding her schedule.

Human Resources

Jamie Clayton provided an update from Human Resources. Human Resources is on tour throughout October to assist with open enrollment.

Orientation Report

All changes to appointments from July 6, 2025 to the date of this meeting are attached to these minutes.

Employee Initiatives Teams (EIT)

The Employee Initiatives Teams (EIT) are waiting to hear from Human Resources to see if they need more volunteers. EIT updates include:

- i. Kudos/Recognition: food trucks are coming to campus in October
- ii. Professional Development: LinkedIn Learning remains available.
- iii. Onboarding/Offboarding: an official offboarding process is being developed
- iv. Employee Wellness: the Wellness and Benefits Fair is coming to campus on Monday, September 29. CHC will also provide health screenings.

- v. Performance Management: Performance reviews are at 80% completion. These were due over the summer.

Cabinet Update

President's Report

The Senate Cabinet met with Dr. Newsom; key points were attached to the meeting Agenda.

The USS-UPS Council Joint Meeting occurred on September 9, 2025.

The Cabinet is looking into stipends for the President and possibly other members on the executive board.

Emporia State University is looking for a new president.

Treasurer's Report

Treasurer Libby Graham plans to have accounts reconciled by the Senate's October meeting.

By-Laws Review

After two unexcused absences a senator will be considered derelict in their duties and may be removed from office. To have an absence excused, senators should email (or message via Teams) one or more of the executive team.

Missing one meeting equals about 10% of the year's meeting content due to their infrequency.

Committee Reports

Professional Development Day

Eva Sager/HR

The committee has not yet convened.

Satisfaction Survey

Michael Woodrum previously provided the report as the guest speaker.

Parking

Stephanie Willis and Heather Busch

The first meeting was cancelled.

Board of Governors

Donna Jacobs

At the first meeting, representatives from various organizations reported on their beginning-of-year activities. Aladdin restructured its operations, will adopt a new name, and updated food-service policies. Their draft policy and new catering options were provided to the Senate and will be posted to the Senate website; the policy will be voted on at the next meeting. The new policy does not expand Aladdin's reach beyond the OSC.

Sustainability

Michelle Hensley

The committee has not yet convened. It did not have active membership.

Outstanding Senior

Heather Busch

No report.

Golden Gorilla

Stephanie Willis

No report.

Tuition/Revenue Committee

No report.

Grievance/Shared Leave Committee

No report.

Old Business

The Senate is still Looking for committee volunteers, pursuant to the senators' responsibilities outlined in Article IV, Section III of the by-laws.

- i. Professional Development Day: need 5 more
- ii. Satisfaction (Docking) Survey: FILLED at meeting
- iii. Parking Committee: FILLED
- iv. Board of Governors: FILLED
- v. Sustainability: need 1
- vi. Outstanding Senior: need 1
- vii. Golden Gorilla: need 1
- viii. Tuition/Revenue Committee: need 1
- ix. Grievance/Shared Leave Committee: need 1

New Business

There are two open positions in the Senate.

Announcements

The next Senate meeting is Wednesday, October 8, 2025 at 1:30PM in the Meadowlark Room, Overman Student Center, Pittsburg State University. Dr. Newsom will be joining the November Senate meeting, which will likely be in a new room due to interest.

Adjournment

Presidents Eva Sanger and Michelle Hensley adjourned the meeting at 2:32 PM CDT.

The above minutes were prepared by Secretary Thomas Smith and were submitted to the Senate for approval at their October 8, 2025 regular meeting.

Attachment 1: Combined Staff Senate Attendance

Date: Wednesday, September 10, 2025

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

Time: 1:30 PM

Present

Eva Sager
Michelle Hensley
Heather Busch
Tracey Eagon
Libby Graham
Amber Hames
Jordan Harding
Isaac Lewis
Jeannice Parker
Heath Prier
Melissa Prier
Cody Sanders
Thomas Smith
Maria Thompson
Stephanie Willis
Shawna Witherspoon
Michael Woodrum
Carol Young
Hannah Randall, HR
Emily McElwain
Sean Hall

Absent

Anthony Crespino (**excused**)
Wylie DeGruson
Elizabeth Middendorf
Marissa Poppe
Vacant
Vacant

Attachment 2: Appointment Changes List

<u>Action</u>	<u>First Name</u>	<u>Last Name</u>	<u>Department</u>	<u>Action Date</u>	<u>Notes</u>
New Appointment	Kayla	Day	College of Education	7/6/2025	
Resignation	Trina	Larery	Nursing	7/19/2025	Still an Adjunct Lecturer
New Appointment	Daniel	Duling	Center for READING	7/6/2025	
New Appointment	Wyntr	Jacobs	Research and Economic Development	7/6/2025	
New Appointment	Ricardo	Lopez	Housing and Residence Life	7/6/2025	
Resignation	Brandy	Grotheer	College of Education	7/18/2025	
New Appointment	Helen	Johns	Purchasing	7/6/2025	
Retirement	Debra	Amershek	Human Resources	7/19/2025	
Retire from Phased	Terry	Martin	Math and Physics	7/31/2025	
Retirement	Dennis	Audo	School of Construction	7/31/2025	
Retire from Phased	Gil	Cooper	Communication	7/31/2025	
Resignation	Taylor	Mason	Nursing	7/31/2025	
Resignation	David	Wolff	Teaching and Leadership	8/2/2025	
Resignation	Christine	Brodsky	Biology	7/31/2025	
New Appointment	Lisa	Riedle	College of Technology	7/20/2025	
New Appointment	Jamie	Cook	General Counsel	7/20/2025	

New Appointment	Jeremy	Brand	Police and Public Safety	7/20/2025	
Transfer	Jerry	Engle	Facility Operations	7/20/2025	Moved from Plumber to Boiler Room
New Appointment	Angelia	Murphy	College of Education	7/20/2025	
New Appointment	Drake	Guymon	Housing Maintenance	7/20/2025	
Resignation	Joslyn	Olsson	Business Office	8/1/2025	
Resignation	Kristina	Kosiorek	Art	8/1/2025	
New Appointment	Abby	Ausherman	Art	8/3/2025	
Transfer to Tenure	Christopher	Bakke	History, Philosophy and Social Sciences	8/3/2025	Moved to Tenure Earning
New Appointment	Naga	Chaitanya Dodda	Math and Physics	8/3/2025	
New Appointment	Michelle	Grimes	Health Human Performance and Recreation	8/3/2025	Rehired to PSU
New Appointment	Sara	Holder	Nursing	8/3/2025	
Transfer	Robin	Philipp	School of Construction	8/3/2025	Adjunct to FT
New Appointment	Megan	Johnson	Communication	8/3/2025	Rehired to PSU
Promotion	Khamis	Siam	Biology	8/3/2025	Moved to Chair
New Appointment	John	Leigh	Facility Operations	8/3/2025	
New Appointment	Deserae	Schwindt	School of Construction	8/3/2025	
New Appointment	Jane	Talkington	Kelce College of Business	8/3/2025	
Transfer	Jeffrey (Braxton)	Gately	Kelce Undergraduate School of Business	8/3/2025	Adjunct to FT

Promotion	David	Perricone	Kelce Undergraduate School of Business	8/3/2025	Moved to Faculty
Transfer-75% to 100%	Elizabeth	Smith	Health, Human Performance, Recreation	8/3/2025	Added Dance Coach duties
New Appointment	Bethany	Kendrick	Center for Commercialization	8/3/2025	
New Appointment	Stephanie	Winter	Nursing	8/3/2025	
New Appointment	Ryan	Zafuta	Admission	8/3/2025	
New Appointment	Savanna	Yost	Admission	8/3/2025	
Transfer	Isaac	Hernandez	Music	8/3/2025	Moved to FT
Transfer	Bailey	Kuhlman	Nursing	8/3/2025	Moved to Tenure Earning
Transfer	Kristina	Lewis	Kelce Undergraduate School of Business	8/3/2025	Moved out of CCOT to Kelce
Transfer	Judy	Smetana	Kelce Undergraduate School of Business	8/3/2025	Moved out of CCOT to Kelce
Transfer	Mark	Johnson	Kelce Undergraduate School of Business	8/3/2025	Moved out of CCOT to Kelce
New Appointment	Tracy	Barnes	Teaching and Leadership	8/3/2025	
Transfer	Joan	Brillant	Teaching and Leadership	8/3/2025	Adjunct to FT
New Appointment	Kevin	Foster	Facility Operations	8/17/2025	
New Appointment	Sherry	Hughes	Housing Maintenance	8/17/2025	
New Appointment	Lucca	Munhoz	Intercollegiate Athletics	8/17/2025	
Transfer	Max	Olsan	Intercollegiate Athletics	8/17/2025	Moved to FT

Resigation	Karesa	Burr	Intercollegiate Athletics	8/22/2025	
New Appointment	Rhea	Wickersham	Facility Operations	8/31/2025	
New Appointment	Thomas	Newsom	Presidents Office	8/31/2025	
New Appointment	Erica	Mahder	Student Success Center	8/31/2025	