

# University Staff Senate Meeting Minutes

Date: Wednesday, February 11, 2026

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

Time: 1:30 PM

- I. Call to Order
  - a. Co-President Eva Sager called the meeting to order at 1:33 PM.
- II. Roll Call and Confirmation of Quorum
  - a. Attendance was recorded via sign-in sheet; quorum was confirmed by unanimous consent upon review of the sheet by the Senate.
- III. Approval of Previous Meeting Minutes
  - a. Michael Woodrum moved to approve the previous meeting's minutes; Amber Hames seconded. The motion was approved by unanimous consent.
- IV. Guest Speaker: Dr. Jon Bartlow
  - a. Dr. Bartlow and Co-President Sager have begun work with students on the fee council, which reviews how organizations spend student fees in relation to institutional objectives and student benefit. The goal is to keep any fee increases at 2% or less, in consultation with Doug Ball.
  - b. Housing applications are up by approximately 50 compared to this time last year. Applications for Hotel Besse opened this week (about 60 beds, located on floors 2–13). Prior experience from the Block22 opening will inform processes; the target opening is August.
  - c. The RFP for campus food service is open. Aladdin/Elior has served for three years; three finalists will visit campus in the coming weeks (which includes Elior). The decision is targeted for April.
  - d. Bicknell – statistics shared with us and with presidents office:
    - i. AY 2024–25: ~490 events; ~55,000 attendees.
    - ii. 411 music classes taught.
    - iii. KRPS has fully moved in, enabling potential recording/live-streaming opportunities in the coming years.
    - iv. Five full-time employees.
  - e. New positions:
    - i. Assistant Director of Student Support and Case Management — Jessica Heuertz
      1. Role takes over some conduct/Title IX workload and assists with student mental-health concerns.
    - ii. Assistant Director for Service and Civic Engagement — Lacy O'Malley
      1. Role connects students with community service and resources to support retention.
      2. Reports to Bailey Talkington.
  - f. Campus recreation has had many changes recently:
    - i. The west wall cardio area in the Recreation Center has been converted to free weights, bringing approximately 5–6 times more free weights than before.
    - ii. A rock climbing wall is now open in the Recreation Center. This process was student-led.
      1. Hours: Mon–Fri, 4:30–8:00 PM, subject to adjustment.
      2. Departments may schedule team-building exercises on the Rock Wall; contact Steven Lily.
    - iii. Lighting is being installed in the sand volleyball court on Rouse to increase safety and utilization. The installation is estimated to be complete by the end of the 2026 Spring semester.

- g. Campus and Community Resources (CCR): the Gorilla Pantry is in CCR now. Pittstate has continued the contract to have refrigerators to offer perishable supplies. Clothing available is available as well.
- V. Shared Governance Report
- a. Faculty Senate
    - i. No representative present.
  - b. Student Government: Eva Sager for SGA Leadership
    - i. Students recently returned from Higher Education Day; approximately 19 students attended. Some budget developments were not favorable, with further updates expected.
    - ii. Registered Student Organization funding will be evaluated in April and applied in AY 2026–27 upon re-registration.
    - iii. Working on Outstanding Faculty/Staff recognitions.
    - iv. Developing an opportunity grant to reimburse portions of expenses related to students' summer experiences (typically internships); applications via Gorilla Engage.
    - v. The Big Event: the director stepped down; the SGA President and Vice President will assume oversight without filling the role. No postcards will be mailed this year; last year's participants will be called. Volunteer sign-ups will be on Engage.
    - vi. SGA elections: intent-to-run is open; details on races will be shared as available.
- VI. University Leadership: Mary Leritz for Emily McElwain
- i. A centralized injury/accident form is being developed. Units with their own forms that have not been contacted should reach out to Emily.
  - ii. Soft phone vs. hard phone: no process changes are anticipated; direct questions to the President's Office.
  - iii. Department visits with Academics, Athletics, and Advancement have concluded.
  - iv. Spring Town Hall is scheduled for Monday, February 23, 2026, 2:00–3:30 PM, Ballroom A, Overman Student Center.
  - v. Budget reductions from Topeka appear likely at this point in the legislative session; additional information will be shared when available.
- VII. Human Resources Report
- a. General Report
    - i. HR processes thousands of transactions weekly. Because of this, Orientation Reports provided to the Senate will cover the entire previous calendar month, not changes-to-date. (For example, at a February Senate meeting, HR will provide an Orientation Report spanning January 1–31).
    - ii. Orientation Report: will be attached to minutes
  - b. Employee Initiative Teams (EIT)
    - i. Kudos/Recognition
      - 1. Celebrating Excellence awards for employees with 5+ years of service will be conferred during GoPitt Week
      - 2. Food trucks are tentatively planned to be at Gorilla Village on Wednesday, April 22 from 11:00 AM–1:30 PM (pending confirmation).
    - ii. Professional Development
      - 1. Professional Development Day is Tuesday, March 10, 2026 in the OSC. The committee meets next week to slate sessions. Staff interested in presenting/topics should use the interest form linked in the Daily (sent around January 18). Lunch will be provided for attendees of sessions.
    - iii. Onboarding/Offboarding

1. The team is working on automating the 90-day interview. The interview asks how work is going, how an employee heard about their position, etc.
- iv. Employee Wellness
  1. Scheduling Hydrate Like a Gorilla and a Day at the Rec event this semester.
- v. Performance Management
  1. No update.

## VIII. Cabinet Update

### a. Presidents' Report

#### i. Regent Universities Meeting (agenda attached):

1. Pittstate has still not received minutes.
2. K-State is exploring an Ombudsman role.
3. KU implemented staff raises and increased its staff minimum wage. They are aware that these changes could incur additional debt load or cost positions.

#### ii. PSU Leadership Meeting (notes attached):

1. Snow removal: if you encounter unsafe conditions, call Physical Plant. There are roughly six miles of sidewalks and only ~five staff assigned to clear them. Reports of unsafe conditions may be submitted by employees at any level.
2. There will be no change to Fall Break in AY2026–27 due to lack of stakeholder consensus.
3. Byron McKay has been named interim director of Automotive in the CCoT.
4. Leadership is working on a process for grievances under special circumstances that would require a staff advocate.
5. A position was created for EVP Jim Johnson. His position is tasked to help integrate academics, finance, development, etc., to improve communication/coordination between units.
  - a. The lack of prior internal announcement of his new position was entirely due to considerations with donor relations.
  - b. EVP Johnson's new role does not require novel funding; it uses the funding line previously associated with Sean Naccarato's role, which will not be refilled. (Naccarato's responsibilities have been redistributed since his departure.)
6. The legislative funding outlook is challenging. The legislature is discussing a potential clawback of regional funding (estimated \$1.8M cut). They are also discussing an additional \$2M cut to each Regents university that does not eliminate DEI entirely.
7. Heckert-Wells renovation is underway (TBA at investiture) and the Oval tunnel project is ahead of schedule.

### b. Treasurer's Report: Libby Graham

- i. Treasurer Libby Graham reported balances of approximately \$1,488 (General) and \$1,781 (Foundation). No expenditures have been recorded for the display case or the end-of-year event.

## IX. Committee Reports

### a. Professional Development Day: Eva Sager/HR

- i. 2026 All-Staff Professional Development Day has been scheduled for Tuesday, March 10, 2026.
- ii. See HR report for additional information.

### b. Satisfaction Survey: Michael Woodrum

- i. The committee met and are working on a feedback document to be presented to University leadership.

- ii. The document will highlight progress from previous surveys and suggest additional changes.
  - c. Parking Committee: Stephanie Willis & Heather Busch
    - i. Have not met.
  - d. Board of Governors: Eva Sager for Donna Jacobs
    - i. Fee requests will go to the Board in March.
    - ii. Building improvements to OSC: planning to install a camera at the loading dock; brickwork at Cleveland Plaza brickwork requires attention (timeline TBD); roof replacement deferred due to funding constraints; a non-gambling poker table will be added to the Student Center.
  - e. Display Case Subcommittee: Sarah Moon
    - i. The committee plans to solicit bids carpentry bids.
    - ii. The display case layout presented to the Senate last month is going to be used.
  - f. Bylaws Committee
    - i. Secretary Thomas Smith moved to convene a Bylaws Committee. The Bylaw Committee would be charged with reviewing the Senate's present bylaws and proposing amendments, as necessary, to the Senate for review and possible approval. The motion proposed that the committee be chaired by the Secretary with four additional at-large members from the Senate. The motion was seconded by Maria Thompson and confirmed by unanimous consent.
    - ii. Secretary Thomas Smith will chair the committee and Senators Shawna Witherspoon, Cody Sanders, Maria Thompson, Carol Young will serve as committee members.
  - g. Election Committee: met – already sent email out and working on elections for AY 2026-27,
- X. Old Business:
  - a. Need two more senators
    - i. Michael Woodrum proposed a motion to nominate Mitchell Moon and Josh Letner to serve as Staff Senators. The motion was seconded by Carol Young and approved unanimous consent .
  - b. Buttons and/or ribbons for University nametags
    - i. The proposal was taken to Printing and Design, and the Senate is waiting on a quote. The quote should be ready by the next Senate meeting.
- XI. New Business and Questions
  - a. Form Bylaws Committee
    - i. See section VIII(f) of the present minutes.
  - b. End-of-year banquet
    - i. Asked Senators to consider volunteering for the banquet
  - c. Open to the floor
    - i. Hotel Besse Tours: Maria Thompson visits the site every other Wednesday, typically at 3:00 PM; interested departments may email her to join.
    - ii. Golden Gorilla and Outstanding Senior nominations close February 16; Senators are encouraged to submit nominations.
    - iii. VOYA Awards: HR has received questions about the open/close window; dates are currently unknown.
  - d. Next meeting: Wednesday, March 11, 2026, at 1:30 PM in the Meadowlark Room, Overman Student Center.
- XII. Adjournment
  - a. Co-President Michelle Hensley adjourned the meeting at 2:37 PM.

# University Staff Senate Meeting Attendance

Date: Wednesday, February 11, 2026

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

Time: 1:30 PM

## I. Present

- a. Eva Sager, Co-President
- b. Michelle Hensley, Co-President
- c. Heather Busch
- d. Tracey Eagon
- e. Libby Graham, Treasurer
- f. Amber Hames
- g. Jordan Harding
- h. Josh Letner\*
- i. Isaac Lewis
- j. Elizabeth Middendorf
- k. Mitchell Moon\*
- l. Sarah Moon
- m. Jeannice Parker
- n. Cody Sanders
- o. Tom Smith, Secretary
- p. Maria Thompson
- q. Michael Woodrum
- r. Shawna Witherspoon
- s. Laura Wray
- t. Carol Young
- u. Dr. Lori Scott Dreiling, HR Representative
- v. Tarynn Brenner, HR Representative
- w. Mary Leritz, University Leadership Representative
- x. Sean Hall, Past USS President

## II. Absent

- a. Melissa Prier
- b. Kelley Manley, Past UPS President

## III. Excused

- a. Wylie DeGruson
- b. Donna Jacobs
- c. Brenda Sigler
- d. Stephanie Willis
- e. Emily McElwain, University Leadership Representative

*\*Senator appointed during the present meeting; see Minutes.*

# University Staff Senate Treasurer's Report

Date: Wednesday, February 11, 2026

USS General Use		February	
1105.6410101			
	Expend. Date	Expend. Description	Expend. Amount
Month Start			\$ 1,488.65
Total Spent			\$ -
Encumbrances			\$ -
Month End			\$ 1,488.65
USS Foundation		February	
412U.F6110103			
	Expend. Date	Expend. Description	Expend. Amount
Month Start			\$ 1,771.30
Total Spent			\$ -
Encumbrances			\$ -
Month End			\$ 1,771.30

## Meeting Minutes – USS & President’s Notes (February)

### 1. Snow Removal Issues

- Reports of uncleared areas (Axe Library stairs, Heckert-Wells sidewalks, Student Center–Newman Center crosswalk).
- Facilities may prioritize areas differently; staff did not always know who to contact.
- Direction: Anyone may call Tim directly to report unaddressed snow removal needs.

### 2. Fall Break Proposal

- SGA proposed reinstating a separate fall break.
- No consensus among SGA, Faculty Senate, faculty, or staff.
- Decision: Fall break will remain unchanged for next academic year, but topic may be revisited.

### 3. College of Tech Workflow & Communication Gaps

- Staff unsure who approves substitutions, degree checks, and workflow items after recent personnel changes.
- Interim assignments (e.g., Byron McKay) not communicated broadly.
- Administration will clarify roles and improve communication.

### 4. Staff Advocate Role & Concerns About Retaliation

- Some staff fear retaliation from chairs/supervisors.
- Staff unclear about their right to go to HR or the staff advocate.
- Anonymous complaints limit the ability to act but patterns still matter.
- Possible solutions: facilitated conversations, clearer process flow, communication on protections.

### 5. New EVP Role (Jim Johnson)

- Staff asked why the campus was not notified before the public announcement.
- Rationale: announcement timed for donor relations.
- Role: Executive VP for Engagement & Executive Affairs; supports cross-division collaboration and special projects.
- Not a new VP line—part of restructuring alongside Athletics.

## Regent USS/UPS Shared Council Meeting

9:30 – 10:30 February 10, 2026

ESU hosting via Zoom

### Meeting Agenda

- Call to Order
- Reports
  - Still working on KBOR Presentation

### Emporia State University

- Selected our next President, Matt Baker from Northwest Missouri. He has made several visits to campus and starts full time March 2<sup>nd</sup>.
- Hired a new director of HR in January. New to higher education and has great ideas to fix inefficiencies across campus.
- Biggest event of the year is coming up: Workday Recess
- Making policy changes to allow for consecutive leadership terms and additional duties for those in senate leadership.
- Working on an organizational chart to continue to grow representation across campus.

### Fort Hays State University

### Kansas State University

1. Ombuds program - Recent activity has identified shortfalls of existing handbook language.
  - a. Do you have an ombuds program
  - b. If so, how is it governed
  - c. Please share handbook/policy language
2. Survey has been drafted to evaluate desire for Faculty Senate name change -
3. Budget Model changes on the horizon - February 26 Open Forum Topic -
4. Upcoming Updates to:
  - a. Performance Management
  - b. Access Controls and Security Camera
  - c. Comp Study

### Pittsburg State University

- New EVP was named, Jim Johnson, promoted from Vice President Athletics & Recreation. Will be helping the President with Access Pitt State and the Strategic Plan.
- New VP named to replace Jim Johnson, Anthony Crespino.
- "Access Pitt State" - revised mission.
- Staff PD Day set for Mach 10.
- Adjusting class schedules was put on hold until next year.
- We added someone on campus to work with service and civic engagement and are soon adding a new service platform.
- Gordian was on campus in January doing their building assessment.
- The rock wall was completed and is now open at the rec center.
- Bill Nye the Science Guy is coming to speak later this spring at the Bicknell Center.
- Physical Plant offered 2 10-hour OSHA safety training where members of the Student Center, University Housing, and the Physical Plant were able to get their initial certification or recertification
- Campus is looking for a campus wide scheduling program (so far there has been one company presentation), Curriculum and Catalog programs.
- Campus is out to bid for a new food service provider

## **Wichita State University**

## **University of Kansas**

- KU implemented a salary adjustment for all USS and UPS in January, which raised the minimum hourly rate for staff to \$18/hr, raised all staff to at least the minimum salary based on an updated [job title table](#), and provided a 1% raise for most staff in addition to a compression adjustment of up to 10%: <https://humanresources.ku.edu/2026-compensation-updates>
- Staff Senate President Marissa Marshall (along with KU's faculty and student senate presidents) is serving on the hiring committee for the new provost, and additional staff representatives have been meeting with the four finalists as well: <https://chancellor.ku.edu/provost-search>
- Staff Senate recently wrapped up a series of in-person and virtual Docking feedback sessions and is currently aligning the 2025 Docking survey recommendations with the 2022 recommendations: <https://aire.ku.edu/constituent-surveys-implementation-team>
- HR is hosting a half-day staff professional development conference in April, immediately following the annual [Wellness Fair](#): <https://calendar.ku.edu/event/new-staff-professional-development-conference>

- Applications recently closed for the 2026 Staff Fellows program: <https://humanresources.ku.edu/staff-fellows-program>
- KU will be moving all virtual meetings and online classes from Zoom to Microsoft Teams by June 1st, which (among many other things) will impact any future USS/UPS Council meetings hosted by KU: <https://howto.ku.edu/zoom-teams-transition>
- Staff Senate is partnering with a [local food bank](#) on a food drive throughout the month of February, with donation bins located in the two main campus libraries and the main admin suite, as well as a live food drive at a local grocery store on February 28th

**Good of the Group**

**Adjournment**

**Next Meeting March 10, 2026.**

HR UPS/USS Report – 2/10/2026

Promotion	Hermansson	Casie	English and Modern Languages	1/4/2026	
New Appointment	Lorino	Catherine	History, Philosophy and Social Sciences	1/4/2026	
New Appointment	Mallojula	Prashanthi	Math and Physics	1/4/2026	
New Appointment	Butcher	Jerek	Intercollegiate Athletics	1/4/2026	
Promotion	McFarlane	Ryan	Information Technology Services	1/4/2026	Transfer from Academic Advising
Resignation	Rexwinkle	Sarah	Student Center	1/6/2026	
Rehire	Forsythe	Jacob	Crossland College of Technology	1/4/2026	
Rehire	Hansen	Maxwell	Campus Recreation	1/4/2026	
Promotion	Wahl	Braydon	Housing Maintenance	1/4/2026	Went to FY BE position
Resignation	Kinsey	Morgan	Academic Advising	1/16/2026	Staying as an Adjunt
New Appointment	Edwin	Woellhof	School of Construction	1/4/2026	
Moving to 20%	Jones	Glenda	Teaching and Leadership	1/4/2026	Went to NON BE position PT
New Appointment	Eastwood	Lisa	Advancement Services	1/18/2026	
New Appointment	Garner	Grant	Intercollegiate Athletics	1/18/2026	
New Appointment	Hudson	Cali	Academic Advising	1/18/2026	
New Appointment	Thomas	Benjamin	Academic Advising	1/18/2026	
New Appointment	O'Malley	Lacy	Campus Activities	1/18/2026	
Promotion	Heuertz	Jessica	Dean of Students	1/18/2026	Transfer from Academic Advising