



# WKU STAFF SENATE

Monthly Meeting Minutes – April 10, 2023 (10:00 AM) Senate Chambers, DSU 2081

**Call to Order:** 10:00am CST

**Roll Call:** 17 Senators in attendance; In person and via Zoom

**Approval of the Agenda:** Approved by unanimous consent.

**Approval of Prior Monthly Meeting Minutes:** Approved by unanimous consent.

## **Christopher Ware Staff Star Awards**

Melissa Hayden, Passport Services Specialist

Austin Smith, Residence Hall Director, Zacharias Hall

Anthony Elliot, Testing Center Specialist

## **Officer, Committee, and Staff Regent Reports**

- **Staff Regent – David Brinkley**

There is a Board of Regents committee meeting this week. There are very few items on the agenda for approval. There are three items on the agenda for Academic Affairs committee. One is approval of undergraduate certificate in Personal Branding. One is an approval of a minor in Piano Pedagogy and the last is approval of a graduate certificate in the school of Social Work. No items on the Student Affairs Agenda or the Executive Committee. There is one item for Finance and Budget and it is the approval of personnel actions.

- **Communications – Tanya Vincent-No Report**

- **Treasurer – Andria Henry**

Treasurer's Report

April 2024

AS OF 04/09/2024, FY24:

E&G Index – 100600

- Starting Balance = \$3,668.00
- Additions = \$0.00
- Disbursements = \$0.00
- Ending Balance = \$3,668.00

WKUF Account (Staff Senate Excellence Fund) – 110860

- Starting Balance = \$2,035.12
- Additions = \$18.35
- Disbursements = \$0.00
- Ending Balance = \$2,053.47

CHF Account (Book Scholarship) – 800139

- Starting Balance = \$1,689.84
- Additions = \$10.00
- Disbursements = \$0.00
- Ending Balance = \$1,699.84

- **Technology – Anthony Gilbert-No Report**
- **Secretary – Morgan Moran-No Report**
- **Vice-Chair – Gina Stoll-No Report**

- **Chair – Jordan Basham**

- I met with the President. The conversation was mostly regarding the State Budget. AC Complex funding is good news and other great items in the budget. It is the largest capital investment from the state for building the university.
- I am currently serving on the Benefits Committee with Senator Vincent and Senator Gilbert. I am new to the committee. We met mid-march and brought up some questions from our last meeting. There was a study done on the feasibility between what we have as a self-funded plan versus what options are on the market to go to a fully insured plan. Those were compared with projections at the time and current projections, it was found that a fully insured plan was more expensive than our current plan. We also talked about things we can report back. There is a calendar for the benefits committee (see page 4). It is a year long process leading up to open enrollment. There have been good conversations about how changes to the health plan affect employees. Please reach out to the committee with any questions.
- BEC met yesterday afternoon. We had more in-depth conversations about the salary pool and we have made a recommendation. Thank you for the input provided.

### **Old Business**

- Question from Senator Hopwood regarding the health plan and the amount of money that WKU contributes and the employee contributes. Seems that WKU and the Employee is contributing a large amount of money per year and there should be a less expensive answer. Chair Basham, Staff Regent Brinkley, Senator Vincent and others share information on additional costs to health insurance including stop-loss insurance, health plan and other items as well as how our health plan works. Please view the full conversation and meeting at:  
<https://www.youtube.com/watch?v=ywppU2fRujE>

### **New Business**

Senator Hopwood is interested to know about Asset Preservation and how that money is spent. Is there a way to keep track of what maintenance has been done?

- Senator Moran shared that the Capital Allocations Committee has a prioritized list of deferred maintenance projects that AP funds are being used for and the status of those projects. Also that when using Asset Preservation funds WKU has to have the capital to pay for the work and then they are reimbursed.
- Susan Howarth addressed how Asset Preservation funds work. It is a long bureaucratic process through the state. We have to submit the projects to the state to be reimbursed. There is a threshold you have to spend on project. These are not regular maintenance but major projects. We have not spent a great deal of money this past biennium but we have 3-4 bienniums to spend the 33 million that we were allocated in 2022. We were just allocated in the new state budget ~30 million dollars in this budget and will have another 3 bienniums to spend those funds. The Asset Preservation funds will be used for major maintenance projects over a period of probably 8 to 12 years.

Senator Hopwood expressed concerns about maintaining WKU properly with staffing shortages and supply delays. He would like to know the vision for Maintenance and would like to see an improvement for the Maintenance staff. Senator Basham thanked Senator Hopwood for his willingness to share and not be silent. This sounds like a leadership issue so I would address that first. If you have grievances with your leadership, work through the channels to get that addressed. Many departments know their departmental goals.

Senator Vincent asked if we will be holding a special elections. Chair Basham shared that we have open seats available. Senator Vincent made a motion to have a special election motion. Seconded. Approved by unanimous consent. Details will be sent via email.

### **Public Comment**

Question: It seems like in some areas it is easy to replace positions but not for maintenance. Why is it hard for maintenance to hire? Regent Brinkley: As a hiring official, if they are not hiring it is because they

do not want to. He walked through the options he has as a hiring official. If a position is empty it is the decision of the hiring official in your department.

**Announcements & Notable Events:**

- Next Staff Senate Meeting: 10 am May 1<sup>st</sup>, 2024

## ANNUAL BENEFITS PROGRAM PLANNING TIMELINE

