



## STAFF SENATE

Wednesday, March 1, 2017  
Meeting Minutes

### CALL TO ORDER

President Fraser called the Tech Staff Senate to order on Wednesday, March 1, 2017, at 10:08 a.m. in Baz Tech 204.

### ROLL CALL

#### Senators Present:

Brandi Collins  
Shawna Davis  
Andrea Eubanks  
Rhonda Fleming  
Lindelle Fraser  
Tiffany Henry  
James Higgs

Margie Link  
Brittany Martin  
Jeff Mumert  
Jeff Nichols  
Julia Pope  
Heather Taylor  
Hope Vilavanh  
Bettye Williamson

#### Senators Absent:

Rachel Alexander  
Sandra Anderson  
Pam Cooper

Brittany Flippo  
Tammy Guarino

#### Visitor(s):

Mr. Bruce Curl, Interim Director of Human Resources  
Dr. Sean Huss, Associate Professor of Sociology and Faculty Senate, Chair  
Jennifer Thomas, Ozark Campus Representative

On March 1, 2017, the minutes from the February 1, 2017 meeting were distributed electronically and approved.

### NEW BUSINESS

Senators welcomed Hope Vilavanh from the Admissions Office as the replacement for Senator McNeely, representative for Admissions.

Mr. Bruce Curl, Interim Director of Human Resources, introduced himself to Staff Senate giving senators his background and plans for the immediate future. Mr. Curl indicated that he is very impressed with the University so far, as the campus is beautiful and everyone has been very welcoming.



Mr. Curl informed Staff Senate that the ad for the Director of Human Resources was placed on February 3, 2017, and that some good applications have been received so far. The hiring committee will meet to review all applications and recommend a short list of applicants to interview around the first or second week of April, 2017. The committee hopes to bring candidates to campus around the second or third week of May, 2017. Mr. Curl anticipates making an offer by the middle of May, 2017, with a July or August, 2017, tentative start date.

Mr. Curl addressed the previous failed searches for Director of Human Resources, clarifying that the first search did not have adequate funds in order to obtain a strong candidate. The second failed search was delayed and applicable candidates had already obtained other positions.

Mr. Curl expressed his desire to use a task force when looking at short-term goals versus a committee for long-term goals and encouraged all senators to be an active part of the process. Mr. Curl indicated that one of his first priorities would be looking at an evaluation system for non-classified employees and he will be asking Staff Senate for their input for future initiatives.

#### External Employment Proposed Policy

Dr. Sean Huss, Associate Professor of Sociology and Faculty Senate, Chair, addressed Staff Senate regarding his desire to build a stronger connection between Faculty and Staff Senate. Specifically, Dr. Huss felt it was important that Staff Senate be involved in the decision making process for the proposed “external employment” policy, as the policy would impact staff much more than it would faculty.

Dr. Huss indicated that the majority of faculty on Faculty Senate felt that the “external employment” policy draft submitted to Faculty Senate by Thomas Pennington, University Counsel, was too vague and restrictive. President Fraser and Senator Collins indicated that they were on a special committee to review the proposed “external employment” policy and agreed that the policy draft needed much more work to be equitable and reasonable for all employees.

Senator Link stated that she has worked through the Testing Department outside of her role of employment to earn extra income since she has been employed at Tech, and she could not make ends meet without the extra income. Senator Link indicated that the few times the testing schedule conflicted with her role of employment, she always authorized the time off with her supervisor and used annual leave.

The majority of senators agreed that because a large number of staff are not paid a living wage, external employment is often the only way to subsidize income and



staff should not be penalized as long as the external employment does not interfere with job performance and duties.

### **OLD BUSINESS**

#### **Student ID**

Dr. Huss asked for input on issuing student ID's for extra labor employees because a current, student ID is required to access services provided by the Food Pantry. Dr. Huss indicated that adjunct faculty in many cases have the same status as extra labor and are allowed to obtain a student ID.

Senator Collins indicated that Staff Senate previously addressed issuing student ID's for extra labor based on concerns and complaints she received while Staff Senate President (see 2-3-2016 minutes). Per the handbook, extra labor staff are not entitled to the same benefits as full-time and part-time university employees. Based on the information that Staff Senate received at the time, senators voted unanimously against recommending a change in policy for extra labor staff.

In light of the information presented by Dr. Huss, Senator Williamson made a motion to revote on the initial recommendation of not changing the student ID policy for extra labor staff. Senator Pope seconded the motion. Senators unanimously agreed in favor of supporting Faculty Senate in recommending a change in policy for extra labor staff in order to be able to obtain a student ID.

#### **Staff Handbook**

President Fraser informed Staff Senate that she sent an email to Mr. Pennington, University Counsel, requesting a meeting outside of the normal meeting time, as she was informed he has a standing engagement during the regularly scheduled meeting time for the Staff Senate. President Fraser requested that Mr. Pennington confirm a date/time that will work for him to address review of the Staff Handbook with Staff Senate.

#### **Service Excellence**

Senator Pope presented an email from Mr. Ken Wester, Director of Information Systems, sent to the entire campus on February 27, 2017. The email addressed network changes that occurred over the weekend, specifically his failure to ensure that the announcement was made in a timely and informative way prior to the network changes. Senator Pope recognized the email from Mr. Wester as an example of service excellence and asked other senators who felt the same way to let Mr. Wester know how appreciative we are of his leadership example.



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**GOOD AND WELFARE**

Our next regular meeting will be Wednesday, April 5, 2017 at 10:00 a.m. in Baz Tech 204.

**ADJOURNMENT**

President Fraser adjourned the meeting at 11:10 a.m.

Respectfully submitted,

Julia Pope, Secretary

