

**Staff Senate Meeting**  
**May 7, 2020**  
**12:00 – 2:00 p.m.**

**Call to Order**

The meeting was called to order by Staff Senate President, Kristy Novak.

**Attendees**

Voting Members: Ayuk-Brown, Ayamba; Azen, Michael; Beaulieu, Colette; Boggs, Steven; Brightbill, Gregory; Buckingham, Kent; Edwards, Hillary Anne; Essien, Sharese; Fenwick, Christina; Gallico, Mary Beth; Hamilton, Jill; Hitch, Kecia; Hokenmaier, Sarah; Holt, Susan; Jackson, Casey; Keryakos, Riham; Lewis, LaToya; Novak, Kristy; Volberding, Jenn; Wakefield, Priti; Watson, Kevin; Wilson, Lakeisha; Zhang, Lei

Alternate Members: Barkman, Emma; Deitz, Allison; Phelan, Mary;

Absent Members: Thomas, Janet

**Establish Quorum (50% +1 = 12 voting members)**: Quorum is achieved at 22 members.

**Approval of March Minutes**

- A motion to approve the minutes without changes by Lei Zhang; 2<sup>nd</sup> by Jill Hamilton.
- Motion Passed
  - In Favor: 15
  - Against: 0
  - Abstain: 0

**Guest Speakers**

- **Bruce Jarrell, MD, FACS, Interim President, UMB**
  - Held a discussion with Ray Lewis re: energizing teleworkers; more to come on this
  - There will be a white paper presentation by the President's Fellows at 4 p.m. today
  - We still have no information from the state re: budget cuts
  - Have been able to maintain UMB positions with exception of some contract employees and remain committed to that
  - UMB now capable of conducting COVID testing through lab environment; goal of being able to do 20,000 tests per day (should be up to 1,000 per day by Monday)
  - Testing capability part of ensuring safe environment for return to campus
    - Question from Kristy Novak re: mandatory testing – will this be part of the strategy?
      - University Counsel will have to tell us what we are able to require vs. request
    - Question from Sarah Hokenmaier re: antibody testing – any information about the reliability or possibility of this testing?
      - Dr. Jarrell: Studies ongoing related to COVID treatment and vaccine; a third trial will be getting underway with regard to antibody testing: are acquired antibodies protective or not?



## Old Business

- **2020 Staff Senate Nominations and Elections**
  - Nominations now closed for Staff Senate members
  - Received 21 nominations
  - Voting will take place May 11 – May 22
  - For SS Executive Board, will accept nominations now through June 1
    - Nominations can be sent via email; the nominee will be contacted to ask whether they accept the nomination
    - Nominees will have 2 minutes each to speak at the June meeting prior to voting
    - Will send out link for voting electronically after the June meeting (instructions will be sent)
    - Executive Board Position Nominations
      - Secretary:
        - LaToya Lewis nominated; accepted the nomination.
      - Communications Officer:
        - Ayamba Ayuk-Brown nominated; accepted the nomination.
        - Sarah Hokenmaier nominated; declined the nomination.
        - Jenn Volberding nominated; declined the nomination.
      - Vice President:
        - Christina Fenwick nominated; accepted the nomination.
      - President:
        - Kristy Novak nominated; accepted the nomination.
      - Member at Large:
        - Greg Brightbill nominated; accepted the nomination.
  - Casey Jackson: Not able to run as a Senator for the next term due to multiple conflicting priorities. Would like to thank everyone for their support and for the opportunity over the last year.
- **Staff Senate Draft Strategic Priorities**
  - Committee Members: Steven Boggs, Christina Fenwick, Sarah Hokenmaier, Kristy Novak, Priti Wakefield
  - No suggestions were received since the previous meeting.
  - Draft document was provided to Senators.
  - Feedback on drafted priorities:
    - No edits to existing priorities
    - Suggestions for additional priorities include:
      - Add an objective about advocating for teleworking for staff (or other benefits/compensation issues as they arise)
      - Incorporate the core values initiative of the President's Office
      - Collaborate with the Sustainability Committee
      - May be able to create an additional goal with objectives around the regular work of the Senate including staying abreast of campus issues through: representation on/collaboration with campus committees; responding to staff member concerns in a timely way; and advocating for staff members on issues related to work life as they arise.
      - Use language on the Staff Senate website "What We Do"
  - Next Steps: Committee will incorporate feedback and provide another draft for review before finalizing/voting on approval.

## New Business

- **CUSS Membership**

- Question: Should Senators not running for the next term be able to maintain their CUSS positions?
- Things to consider:
  - CUSS terms do not always align with Senators' terms.
  - There's value in continuity.
  - Do we want to require that a minimum number of CUSS representatives be active Senators? Who will report back on CUSS matters?
  - If we vote yes, will non-Senator CUSS members still be reimbursed for travel through the Staff Senate budget?
- Discussion
  - Colette Beaulieu: Bylaws do not state that you must be a Senator to serve on CUSS. There is some precedent of this, with someone no longer on Senate remaining on CUSS.
  - LaToya Lewis: Agree that it is valuable for non-Senators to remain on CUSS, but need to consider the budgetary implications.
  - Mary Beth Gallico: CUSS members could still attend Staff Senate meetings to share information if they are no longer on the Staff Senate.
  - Sharese Essien: Agree that there is no reason that CUSS members need to be Senators. The non-Senator may need to consider that they will not be reimbursed for travel.
  - Susan Holt: The primary contact is responsible for sharing information with Senate. We could require this person to be a Senator. I don't see any issue with reimbursing Senators for travel
  - Riham Keryakos: Colette has been serving on CUSS for 24 years, it is fair to let her remain.
  - LaKeisha Wilson: Will this set a precedent to allow non-Senators to sit on other external committees.
  - Kristy Novak: Agree that there is value in CUSS members being able to maintain positions regardless of their status as a Senator. Budgetary issues are a concern; we should encourage car-pooling and reducing travel expenses.
  - Colette Beaulieu: This has happened two times before in the history of the Senate, so is not likely to be common. Expenses will likely be minor for next year, as meetings are expected to be virtual.
- **Motion to allow CUSS members no longer on the UMB Staff Senate maintain their CUSS position until their term in CUSS has ended by Sharese Essien; 2<sup>nd</sup> by Ayamba Ayuk-Brown.**
  - ***Motion Passed***
  - In favor: 18
  - Against: 1
  - Abstain: 0

- **Staff Senate Budget for Next Fiscal Year**
  - Budget request has been submitted; process on hold due to uncertainty of UMB budget for next FY.
  
- **Parking Payment Recommendations**
  - Question: Should the Staff Senate provide a recommendation to UMB leadership regarding parking payment during telework?
  - Things to consider:
    - Previous response from Parking:

*Deductions for parking are made for employees who have parking hangtags and are not contingent upon whether an employee comes into work during a particular pay period. There are fixed costs to run the parking operations that don't change because of COVID-19. The following are examples of those costs: - The open facilities must maintain operations to support UMB essential employees, patients, and UMMC staff (doctors and nurses). There are cost associated with the daily operations, including payment of parking employees and other contractual costs. Maintenance of and upkeep of parking must be continued. Debt Service payments on bonds continue to occur.*
    - Financial considerations for UMB
    - Financial hardship for staff members
    - Ability (or inability) to cancel
    - What specific recommendations would we provide?
  - Discussion:
    - Susan Holt: Students were reimbursed; should be equity for staff.
    - Colette Beaulieu: We should do something. To not address at all is not what we should be about.
    - Jill Hamilton: I feel comfortable paying for parking because salaries are still being paid. Would not want this loss in revenue to impact jobs.
    - LaToya Lewis: If we say no for parking fees during telework, will this apply to vacations, sick days...it may get complicated.
    - Casey Jackson: Agree that there may be future implications of this issue. Could there be an option for those having significant financial hardships?
    - Lakeisha Wilson: This should be the employees choice to cancel. They should be given the option to cancel and understand the risk of losing their spot if they develop a need in the future.
    - Hillary Edwards: I do think that a tiered approach would be more appropriate for parking - flat rate whether you make 28k or 280k hurts many employees.
    - Sarah Hokenmaier: Matt, can you address whether employees are able to cancel parking?
    - Matt Lasecki: Unsure of whether employees are able to cancel parking. There have been some conflicting statements on this. Unsure whether changes are coming, but this is discussed regularly.

- Mary Beth Gallico: It is worth the cost to keep parking as it is difficult to find parking on campus. This is worth the cost.
    - Latoya Lewis: Yes, it's worth keeping and then the consideration of how this will impact jobs for the parking department.
  - Due to time constraints, time for commenting was cut short. Senators were asked to email suggestions and recommendations to the Executive Committee.
  - **Motion for the Staff Senate to send a letter to Dr. Jarrell with recommendations (as determined in the meeting/via email after the meeting) regarding parking payment during employee telework – by Michael Azen; 2<sup>nd</sup> by Lakeisha Wilson.**
    - **Motion Passed**
      - In favor: 13
      - Against: 2
      - Abstain: 3
  - **Comments Received Via Email After the Meeting:**
    - *Michael Azen: I support an idea that Casey brought up regarding the refunding of parking fees. It appears that some of the Senators were not financially affected by the pandemic. However, I personally know of individuals that are struggling. There are households in which there are no longer two incomes and/or where they have new expenses that have to be considered. I like the idea that employees can apply for a refund based on financial hardship. This would be beneficial to those that truly need it and at the same time would allow for the garages/parking to continue to operate (since it would be something requested instead of given to everyone).*
    - *Hillary Edwards: I want to reiterate that a tiered approach would likely be more feasible for potential action for Administration than a blanket change. I'm taking this based on tax structures. Right now, we have a proportional system, everyone pays the same amount for parking regardless of salary-base. So, people who make less money are impacted at a higher rate with continued parking fees than those who many higher salaries. If reimbursements would be assessed under a progressive system, it would mean fees or reimbursements are based on the taxable amount of an individual's salary base. So, high-income earners pay more than low-income earners or reimbursements would be higher for low-income earners than high-income. While it would be nearly impossible to transition to a progressive based fee schedule for parking, I think providing options for reimbursement based on some calculation of base pay and percentage of paycheck for parking would make a big difference for many employees.*
- **Policy & Legislative Committee: Staff Senate Handbook**
  - THANK YOU to the Policy & Legislation Committee for their hard work to draft the Staff Senate Handbook!
  - Executive Committee has reviewed the drafted handbook and provided comments

- Next Steps:
  - Senators: review the draft handbook; in particular, review sections relevant to your committee work, or areas they have input on based on their jobs/departments.
  - Send written feedback to the P&L committee (*in a separate document, not in tracked changes*) by May 20th and bring feedback to the June meeting.
  - At the June meeting we'll review feedback section by section and take a vote on finalizing the document with any agreed upon changes.
  - The P&L committee will make any final changes so the handbook is ready by the new term. The handbook will be a live document that the P&L committee reviews once or twice a term.
- LaToya Lewis: The intent is to create a reference for existing and new Senators. The Handbook includes policies that already exist. Note that these policies (campus travel, Robert's Rules, CUSS membership) cannot be edited. When review is done, will need to determine the frequency of update.

#### **Committee Reports and Staff Senate Liaison Reports**

- Any updates should be posted to the SharePoint site.

#### **Adjournment**

- A motion to adjourn the meeting by Kristy Novak; 2<sup>nd</sup> by Priti Wakefield.

**Minutes submitted by:** Sarah Hokenmaier, Secretary

**Minutes approved:** June 4, 2020