



### Executive Committee Minutes

Wednesday, December 2nd, 2020

12:00 p.m. - 1:30 p.m.

Zoom meeting

#### Call to Order

Meeting called to order at 12:01 PM

#### Approval of Minutes

Michelle Ginavan Hayes motions to approve both September and November minutes. Seconded by Mary Murphy. Motion approved.

#### Reports

President – Abby Ehling

- No university senate until February
- Tim and Abby met with the provost a week and a half ago. They asked about inclement weather policy, but there was no update at this time. Next meeting is Dec 21<sup>st</sup>, might be rescheduled for the week before.
- Tim is on committee looking at inclement weather policy. He asked the provost how that was going. The way the policy currently stands, is that those that work remotely must continue to work throughout the day. Tim brought up the equity issue of those affected by weather or childcare issues. He spoke with UPS council: They've said that Pitt State, Emporia, WSU are looking to revise their policy to include remote staff in inclement weather policy.
- UPS council is looking at another survey. There would be two reports from that survey. Each institution would be responsible for paying part of the fee for the survey, this might come before University Senate if the Provost cannot provide the funds.
- Asked for budget update and RPK update.
- RPK provided a prelim report to VPs, who are reviewing those reports right now. The final report will be coming soon, no timeline was given.
- We've heard from staff that were concerned about how the possibility of layoffs and furloughs were communicated on 11/25.
- Staff are concerned about the lack of details for furloughs or a lack of timeline on when those decisions would be made

- Matt would like clarification on hiring practices after February, or if we will be able to backfill positions that were lost. Julie is checking on this. “Angie Loving has confirmed for me that she is not aware that there are any changes to the hiring freeze planned.”
- Provost is talking with MarComm and how she communicates, but the 11/25 communication was from the Chancellor’s office. Our understanding is that cost saving measures wouldn’t go into effect until the next fiscal year, but each unit is in charge of their own budget
- Abby wants to suggest that the chancellor continue to do his weekly message over the break, perhaps specifically directed at staff.
- The AD Hoc committee to discuss university senate composition is reconvening next Thursday, Matt Deakyne is sitting on that committee.

#### Treasurer – Jessica Chilcoat

- \$4700 in state funds.
- Endowment funds \$17,195.
- We have not received our annual transfer yet.

#### Diversity and Inclusion – Michelle Wilson & Jeff Severin

- Wrapped up unpacking whiteness series. Looking at responses and feedback given by participants. They say it has raised their awareness, but not necessarily changing behaviors as of yet. They want to look at what their expectations around engagement are during this series.
- The 360 review process. Looking into ways that supervisors can get feedback from their staff about their performance and how they can better support their staff.
- One of our action teams has put together guidelines for how we operate as a committee/action teams to ensure that we are centering marginalized people’s voices. This guidance could provide useful to other committees.
- Meeting with Dr. Ng and her staff next Friday, they try to meet with her once or twice a semester.
- Provost advisory committee on D&I. There are a lot of structural challenges to meet before we address educational initiatives. There is mistrust between people of marginalized identities and the administration. There has been a lot of information shared, but very few action items created.
- Matt: Why is Dr. Ng prevented from making decisions or moving forward with initiatives? That answer is unclear.

#### Elections – Matt Deakyne & Chris Wallace

- No meeting last month. We discussed changing the language on the email slated to go out on Feb 15<sup>th</sup> with a call for elections. What chairs positions are currently slated to be open for election? Legislative Affairs is open this year.

#### Legislative Affairs – Michelle Ginavan Hayes

- Dependent and Spouse Tuition Waiver Proposal submitted to SenEx 11/25/20: The will either approve it or provide feedback by the end of the day today. Tim has a question about the FTE of staff that can apply for this. .75 FTE would be considered full-time
- Proposed language to codify standing committee chairs: This was one of this committee's charges this year. This creates a formalized situation where co-chairs serve as chair-elect, much in the way we have a president and president-elect each year.
- Tim believes this will be beneficial in terms of efficiency and engagement.
- Matt thinks this may complicate our logistics in terms of finding a physical meeting space for the whole executive committee.

#### Personnel Affairs – Leslie Wilson

- Length of time someone who voluntary leaves KU has access to their KU accounts. Someone proposed cutting down the length of time. Currently at 210 days. New proposal is 30 days after term date.
- Building out the supervisor checklist for onboarding new employees. Creating a supervisor toolbox/cheatsheet, of what they should know within the first 90 days.
- Spoke with Shawn Harding about staff appreciation for custodial staff. We're hoping to provide them with a KU product or dining card, or something to show appreciation.
- We would like to advocate for the vacation time between Christmas and New Year's to become permanent.

#### Public Relations – Mary Murphy & Teri Chambers

- The committee will meet again in February

#### Human Resources – Julie Thornton

- Performance review process has started. Messages went out a couple weeks ago.
- Working on the exit survey and what we can do with the data already collected.
- In the middle of GTAC negotiations.
- Chancellor's holiday reception is not happening during COVID. Looking for alternatives.
- FFCRA emergency funds end Dec 31<sup>st</sup>.
- We are interested in looking at whether shared leave can be applied to EFMLA situations.

#### Unfinished Business

#### New Business

#### Call to Adjourn

Meeting adjourned at 1:33 PM

#### Next Meeting Schedule

FULL SENATE

Wednesday, December 9, 2020, 12:00 – 1:30 PM, Zoom meeting

## EXECUTIVE COMMITTEE

Wednesday, January 6, 2021, 12:00 – 1:30 PM, Zoom meeting