

## Staff Senate March Meeting

Thursday, March 21, 2019

Senate Chambers

9:30am-10:30am

### 1. Welcome

2. **Call Meeting to Order:** 9:30AM – Sign in sheet circulated, name tents went around.

### 3. New Business -

- a. The Board of Trustees meeting and the meetings she has attended, including having watched the State of the State with the Governor's office.
- b. Meghan and Kara Bowen had an additional meeting with CFO Kurapati. The budget hasn't fully been approved by the state, but we are coming up with ideas for what the compensation plan will look like.
- c. There was also another monthly breakfast with Dr. Rudd that Meghan attended. Kara has also been looking into pay equity at the University and we're also going to be looking at those results as we move the pay discussion forward. Holly Snyder from Marketing & Communications is going to present about the new website.

### 4. Discussions –

- a. First discussion was in regard to a conversation with Dr. Rudd, stemming from a question at the Town Hall and continued on a follow up question at breakfast about the race inequality issues at the University. At the time of these discussions, Dr. Rudd had neither confirmed or denied there was a race issue at the University. But we did reiterate it is something we believe is present based off data we have acquired from Human Resources and something we are planning on looking into further.

This had started as a wage equity and representation issue and the fact that faculty were given some money to address this issue and compression problems. Kara has notated off the public data for staff, in regards to education level, wage, representation, that there are gender, race, education inequity at the UOM among staff. Kara presented the data illustrating the discrepancies. A full study is outside the scope of our ability in staff senate, might be exploring idea of hiring outside firm for comprehensive review. Hopes are the study puts pressure for change to happen rapidly.

- b. Discussion ensued on new performance evaluation system and was further explained in detail. The new performance evaluations will include fewer categories and a different rating scale. Deadline is April 30<sup>th</sup>. Concern is based on the new system that for anyone who isn't evaluated as exceptional won't get a merit raise. As a reminder merit raises for staff are only based on available funds after faculty get their merit raises.
- c. During BOT meeting, Dr. Rudd was awarded his presidential bonus of \$175,000.00. Money comes from private donation.
- d. Holly Snyder presented on the new website and its functionality, interface, and ways to develop it on how it is the frontline tool in reaching all our constituents.

5. Old Business
  - a. Safety Committee Call – Email Meghan if you are interested.
6. Call for Announcements
7. Call for Questions / Concerns
8. Adjourn Meeting: 10:33 AM adjournment
  - a. Motioned Kara Bowen, Seconded Latisha Brooks