

Staff Senate Chair's Report

The following represents a series of activities, meetings, conversations and events at which I represented you, the Staff Senate, and our constituents during the month of November 2016.

NOVEMBER 2016

November 3 – I attended an FLSA training for supervisors of employees transitioning to non-exempt from exempt. Although I don't currently supervise employees, I felt it was important to hear what information our supervisory staff and faculty are being told with regard to how to supervise employees not accustomed to keeping timesheets. Jeanell Hughes led the presentation and there were many questions asked.

November 4 – The officers met to discuss the potential to develop an ad hoc to draft a strategic plan, vision and mission to propel the Staff Senate forward. I planned to bring up that discussion, and formally request permission to creation an ad hoc, of the EC on our November 28th meeting.

November 7 – The officers had a very productive meeting with Harlan Sands and Jeanell Hughes. We discussed ways in which their offices can work with the Staff Senate, particularly when it comes to issues regarding supervisory training, opportunities for professional development, career paths for employees, and how to improve communication on issues such as recent FLSA changes. Transparency in communication and in rolling-out of changes was stressed.

November 14 – The Staff met for its regular monthly meeting.

November 22 – The Staff Senate officers met for lunch to discuss outcomes from the November 4th meeting and to prepare for the EC meeting on November 28th.

November 28 – The Staff Senate Executive Committee met and granted permission to create two ad hocs, which will formally be presented at the December 12th Staff Senate meeting. In addition, there was discussion of the most recent iteration of the RIF policy. SHARE is recommending changes to its application; and goals and objections of the committees were discussed.

November 30 – The Board of Trustees and its committees met on the Health Sciences Campus. The personnel committee, on which I sit as Vice Chair, made recommendations for promotion and tenure of faculty members.

December 5 – The senate officers met with Jeanell Hughes; Harlan was out of town. We discussed transparency needs, particularly when it comes to how re-evaluations of positions impacted by FLSA were reviewed and how workflow charts may be needed so staff fully understand the process by which a position is re-evaluated. We were presented with some information on the development of how staff equity adjustments may be made, and the timeline, second week of January 2017, was discussed. We plan to meet with the Executive Committee on December 19th to hear more information about this proposal as it is developed.

December 8 – I've been as, along with Faculty Senate Chair Enid Trucios-Haynes and SGA President Aaron Vance, to meet with Mr. Jim Sears to discuss the capital plan. This is a six-year plan required of U of L by the State to outline our capital construction, planning and equipment needs for a six-year period.

This will be the first year Mr. Sears is overseeing this process. In my past life in Business Affairs, I helped coordinate both this and the capital budget process, so I'm interested to hear what Mr. Sears will present as his vision for how to develop this plan. I'm happy to be engaged as the Chair of the Staff. Look for that update in my next report.

Respectfully submitted,
Will Armstrong, Staff Senate Chair