

**Staff Senate University Affairs Committee (UAC) Meeting Minutes**  
**February 21, 2023, 10:00 am**

**In Attendance:** Jennifer Arnold, Jerry Knight, Jeni Maple, Shawn Ridenour, Darla Ellett, Ami Towne, Stephanie Davison, Cody Wood

**Minutes** from January 17, 2023 approved. Jerry made a motion and Ami seconded. Minutes approved by unanimous vote.

**Old Business:**

**New Business:**

1. Items from Executive Committee – Jeni Maple
  - a. Shared Governance Forum completed and went well
    - i. President’s slides will be sent out later this week
  - b. Supervisor Mentorship group – first meeting tomorrow
    - i. Structure and directions to take will be discussed.
  - c. Staff Senate this Thursday.
2. Staff Compensation – Shawn Ridenour
  - a. Draft Resolution by next meeting to get out of committee by March.
  - b. Preference for all staff members increase at 6.4%.
  - c. Backup plan if 6.4% is not approved. It includes an emphasis on prioritizing those earning below \$50,000.
    - i. \$29,999 and below get a 10% salary increase
    - ii. Between \$30,000 and \$39,999 get a 5% salary increase
    - iii. Between \$40,000 and \$49,999 get a 2.5% increase
    - iv. Staff and Administrators earning \$50,000 and above remain status quo for FY2024
  - d. Consider a COLA plan that is annualized with some standard index measure.
  - e. Salary adjustment/increase for completing degrees.
  - f. Ask for consideration of Employer matching contribution to 403b once the employee reaches certain level of service
  - g. This will be addressed separately from this proposal: Alternative work schedule which may include
    - i. a week similar to a 4-day work week
      1. perhaps mirror public school hours
    - ii. more flexible use of the lunch hour
    - iii. HR and Federal Labor Commission may not allow a flexible lunch
    - iv. Supervisors/directors have more authority to allow flexibility in work schedules

**Voting Items:**

Motion to make indicated edits by Jeni and seconded by Darla. It will be sent out to executive committee before their next meeting.

**Announcements:** No announcements made.

Adjourn motion by Jerry and second by Cody. Unanimous approval to adjourn.

Next Regular Meeting will be March 21, 2023, 10:00 am.