I. **Call to Order**
President DeBoard called the meeting to order at 2:04 PM

II. **Roll Call – 37 Active Senators**


III. **Recognition of Visitors**
Stan Gravchikov
Jerry Legere
Kristi Archuleta

IV. **Approval of the Minutes [September 3, 2019]**
The Minutes were amended to correct the spelling of a Senator’s name. The amended minutes were approved.

V. **Special Order of the Day**

Guest Speaker: Diane Feinberg, VP for People and Culture

Mrs. Feinberg gave an update on Paycom. She stated that Paycom is helping supervisors be more empowered. Supervisors will have the opportunity to make job offers through Paycom, initiate background checks, and shave off time to help get employees hired quicker. Paycom is helping with student employees jobs to make hiring and re-hiring more efficient. When an employee leaves the university a clearance process through Paycom helps supervisors track what University owned equipment an employee has
before they are able to check out or if deductions need to be made to their final pay check.

Online new employee training is available through Paycom. A question section is available on Paycom 24/7 to submit any questions.

For active employees open enrollment is November 11 – 22. There are two plans that will be merged. Lower deductibles and lower monthly premiums were mentioned in regards to the new plans for 2020.

A new health care plan will be offered for 2020. The new plan is a direct primary care plan. Direct Primary Care plans include physicians who are available to see you in open clinics and provide services at no cost. Examples: cold, prescriptions, etc. We will have the zero-card option for one more year. Surgeries haven’t been utilized much and will be capped at a $50K. It is likely that we will always have a zero plan like service in 2021. The goal is prevention of health issues. The zero card and direct primary care option is only available to those who select one certain health insurance plan.

Annual evaluations are shifting to a calendar year instead of a fiscal year. That will start in January 2020. Information and evaluations are kept and tracked through Paycom. It will provide some new options: stay interviews & development plans that will help enrich your employees.

The People and Culture division is here to support the great organizations that we have on campus related to all people and diversity. It is an ongoing effort to make people feel inclusive. Every employee contributes to the mission and the culture of UCO.

VI. Senate Executive Committee Reports

1. President DeBoard
2. Vice-President Bieri
3. Secretary/Treasurer Wellington
4. Webmaster/Historian Kaiser
5. Parliamentarian Baird

VI. University-Wide Committee/Representation Reports

1. University Planning Council- President DeBoard
2. Committee on Diversity - Senator Renteria Mendoza
VII. Senate Standing Committee Reports and Membership

1. Constitution, Parliamentary Procedure, and Elections Committee
   Chair: Senator Baird
   Vice Chair: Senator Platt
   Members: Senators Clavin, Gamagedara, Harrel, and Lafave

   The committee met on September 12. And discussed potential Constitution/Bylaws amendments for this term.

2. Compensation Committee
   Chair: Senator Platt
   Vice Chair: Senator Seigman
   Members: Beezley, Griffith, Hendricks, Liskey, Morgan, Pruett, Rodgers, and Scism

   The committee met on September 12. The committee reviewed the research that was gathered last academic year and discussed what information we needed to update and if there were any other sources of research we should include in this proposal. We also discussed the goal of this proposal is to ask for the acknowledgement that staff pay is a priority, to look at what other institutions are doing and to provide some steps the university should take to prioritize this.

3. Policy and Staff Welfare Committee
   Chair: Senator Vaughn
   Vice Chair: Senator Schmidt
   Members: Senators Andrews, Delaney, Martucci, Ratterman, C. Smith, K. Smith, and Stephens

   The committee met on September 19 and reviewed compiled information regarding funeral leave policies at comparable RUSO, Peer, and Regional Institutions. We had good discussions of where UCO stands in relation to other institutions and what would make for a good policy. There are some noticeable differences between policies, but we’d like to have more information about what the initial concern was that we’re trying to address.

   Based on compiled data, it’s not unreasonable to consider asking UCO for more days to be added to the policy (maybe five and three days instead of the current three/one, or maybe a maximum of five days). A five-day maximum would bring UCO in line with peer institutions, although some of those policies charge funeral leave to sick time. Some of the policies are dependent on relationship but don’t specify the details.

   Other ideas discussed:
   - Adding “Domestic Partner” as a symbol of inclusiveness or,
   - Adding “Spousal Equivalent”
     - We’d have to find legal definitions of these terms in Oklahoma
   - Should all people covered by our health insurance be included in funeral leave? For example, foster children are specifically covered by insurance but not funeral leave.
Further discussion will continue at our next committee meeting, scheduled for October 24th, 2019.

4. Stakeholder Relations and Involvement Committee  
Chair: Senator Hunter  
Vice Chair:  
Members: Senators Anderson, Botello, Daro, Herd, Keever, Kuschel

The Stakeholder Relations & Involvement Committee met on September 10, 2019 and September 17, 2019.

i. During the September 10th meeting we discussed two resolutions: No Weapons On Campus and LUCO Capstone Project Ideas which we will be presenting to the Senate this afternoon. Other agenda items were existing business: Chosen Name Policy which we began working on during the spring. We plan to work on the Chosen Name Policy resolution in the coming months in order to introduce it to the Senate in early 2020. New business items were also discussed such as ordering a new Staff Senate table cloth for campus events, and electing a vice chair for our committee.

ii. During the September 17th meeting we met, discussed, and drafted two pieces of legislation which will be presented today: No Weapons on Campus and LUCO Capstone Project Ideas.

iii. Our next meeting will be October 8th at 3:00pm

VIII. Unfinished Business
None

IX. New Business
1. SSR 2019/2020-001: No Weapons on Campus – The resolution was introduced by the Stakeholder Relations and Involvement Committee Chair.
2. SSR 2019/2020-002: Leadership UCO Capstone Topics – The resolution was introduced by the Stakeholder and Relations Committee Chair. A motion was made to accelerate the process to allow for debate and a vote on the resolution today. The motion was debated. The motion passed. Debate ensued on the resolution. The resolution passed.

X. Announcements for the Good of the Order
1. Senators were reminded to lower their chairs after the meeting.
2. Senators were reminded that the Homecoming parade and game this weekend.
3. The Staff Senate Fall Networking Event will be at Flat Tire on October 24 from 4:00-6:00 pm. Senators are encouraged to attend.

XI. Adjournment
President DeBoard adjourned the meeting at 3:03 PM.