RESOLUTION
SSR-2019-2020-002

I. Resolution Name: 2019-2020 Leadership UCO Capstone Topics

II. Committee Assigned/Sponsoring Committee: Stakeholder Relations & Involvement Committee

III. Stated Resolution: Be it resolved that the University of Central Oklahoma Staff Senate recommends the following potential capstone project topics for the 2019-2020 Leadership UCO (LUCO) research. The topics are presented in no particular order.

1. **Employee / Family Wellness**: Numerous current University of Central Oklahoma employees have expressed a need/want for all-day childcare located on campus. By having a childcare facility on campus, employees who utilize the services could potentially feel less stressed, save large sums of money, and have more time to spend with their family members and/or loved ones.

2. **Employee Retention / Mental Health**: Work can often be stressful and demanding which leads to both physical and mental exhaustion, burnout, and potentially decreased retention of employees. By creating a new initiative, we believe that workplace burnout caused by stress can greatly be reduced. The University of Central Oklahoma offers numerous resources that can help with reducing accumulated stress, but often employees are unaware of the availability of various resources.

3. **Staff Retention, Staff Appreciation Week**: Creation of a dedicated week or event to recognize and celebrate the value and commitment of staff employees. The proposed event could have a cook-out with networking opportunities and potentially staff awards.

4. **Flexibility of Employee Tuition Waivers**: Several current University of Central Oklahoma employees have expressed a desire for flexibility in the current employee tuition waiver / benefit. Many higher education institutions allow waivers to be applied to tuition outside of their own institution. We believe that by allowing flexibility of the tuition waiver, employees would be able to obtain degrees that are not currently available at the University of Central Oklahoma. By obtaining these degrees, the employee would have more knowledge / experience which can benefit programs, departments, colleges, and the university.

IV. Justification: Requested by LU CO 2019-2020 and current Staff Senate President Scott DeBoard.
V. **Office(s) Contacted:** (List all offices/departments contacted for information, and keep record of the conversations in your Senate files.)

<table>
<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Katie Timmerman</td>
<td>Jackson College of Graduate Studies</td>
<td>20 September 2019</td>
</tr>
<tr>
<td>Beth Bolding</td>
<td>Jackson College of Graduate Studies</td>
<td>20 September 2019</td>
</tr>
<tr>
<td>Dr. Adam Johnson</td>
<td>Enrollment Management / Registrar</td>
<td>20 September 2019</td>
</tr>
<tr>
<td>Justine Kendal</td>
<td>Human Resources Department</td>
<td>20 September 2019</td>
</tr>
<tr>
<td><a href="mailto:tuitionwaiverbenefit@uco.edu">tuitionwaiverbenefit@uco.edu</a></td>
<td></td>
<td>20 September 2019</td>
</tr>
<tr>
<td>Mary Deter-Billings</td>
<td>Human Resources Department</td>
<td>20 September 2019</td>
</tr>
</tbody>
</table>

VI. **Office(s) Affected:** (Be specific, as these offices may receive the resolution, if passed.)

Full-time and part-time University of Central Oklahoma employees, Professional Development, Human Resources, Enrollment Management/Registrar, and all offices to a lesser extent.

VII. **Directed to:** (List individual(s), office(s), or department(s) that are to receive the resolution, if passed.)

Ms. Fran Petties, Director Professional Development  
Leadership UCO 2019 – 2020

**Including:**

   **Staff Senate Executive Committee**
   
   President           Mr. Scott DeBoard
   Vice President      Mrs. Lauren Bieri
   Secretary           Mrs. Carlie Wellington

Passed by consent of the UCO Staff Senate this 1st day of October, 2019.

Scott DeBoard, Staff Senate President