Call to Order
President Baird called the meeting to order at 2:00 p.m.

Roll Call

Members absent (6): Senator Hsu, Senator Hull, Senator Morris, Senator Rogalsky, Senator Shortt and Senator Vorphal

Recognition of Visitors
Jerry Legere, 1994-2010 Registrar and Associate Vice President, Enrollment Management; liaison for Emeritus Faculty/Staff Association

Approval of the Minutes
The minutes were approved as distributed without correction.

Senate Executive Committee Reports

President Baird:
President Baird gave an overview of our meeting with President Betz and Vice President Neuhold. President Betz wanted to respond to the diversity legislation and said that the UCO administration supports the Staff Senate’s reaffirmation to diversity, and that we have a history of taking care of our diverse student population. The President noted that UCO will appropriately deal with the students who are here saying that “We will follow the law, but we will do the right thing. We have a deep investment in our students’ success.” President Baird gave an overview of the “Total Rewards Project” - Compensation Overview that was sent out with the agenda. UCO’s current salary structure puts too much focus on an individual’s talents and education rather than the requirements of the position. The Structure & Job Comparison Tool seeks to fix that by assigning wide pay bands based on job level. HR plans to implement within “a couple months”. President Baird opened the floor for questions. Discussion followed.
He then brought up the financial health of UCO and the hiring freeze. Both President Betz and Vice President Neuhold stopped him and clarified what the snapshot hiring freeze entailed. In general UCO is doing better than other Oklahoma schools. The president’s cabinet was instructed to look at creating a stop doing list. President Baird reminded senators to speak loudly when called upon during our general meetings. In last month’s meeting, VP Kinders suggested a joint resolution for weapons on campus, Senator Butler will bring it up during new business.

**Vice-President Renteria:**
Vice President Renteria attend the Faculty Senate meeting on February 9th. The Senate passed a resolution to clarify the screening committee selection process in the Faculty Handbook. The Faculty Senate Executive Committee presented three versions of a resolution to ensure that UCO can continue its policy of not allowing weapons on campus. They will vote on the resolution at their next meeting. Additional issues discussed were: tuition reimbursement, FMLA, land run mural, and privacy on electronic communication.

**Secretary/Treasurer Duke:**
Nothing to report at this time.

**Reporter/Historian Tozer:**
Reporter/Historian Tozer committed to have the list serve available and website updated by April of 2017.

**Parliamentarian Powers:**
As a general reminder, it is expected that senators come to the meetings prepared, having read the proposals, resolutions, minutes and anything else that may be included with the agenda. If you are presenting a bill, whether it be a resolution or proposal, it is recommended that you read through the proposal/resolution statement.

**University-Wide Committee/Representation Reports**

1. **University Planning Council**
   Senator Baird

   Vice-President Holzberlein is requesting funding for a new donor database since the current developer is shutting down its support. The foundation is not wanting to switch databases in the middle of a campaign, and the need for a two-year implementation period, they are currently postponing their new fundraising campaign until 2019. UCOSA presented legislation on college fees and access codes during the meeting. The staff senate report will occur on April 10th.

2. **Communicator’s Council**
   Senator Jackson-Hardwick

   Nothing to report at this time.

3. **Healthy Campus Leadership Team**
   Senator Curtis

   The committee did meet, Senator Curtis was unable to attend or get the minutes before this meeting, nothing to report at this time.
4. Committee for University IT Project Prioritization  Senator Dumas

In their February meeting David Herd presented for software to be purchased to replace PeopleAdmin. The software, called ISIMS, is better overall and costs $30,000 less annually.

5. National Alumni Board of UCO  Senator Morris

Senator Goad presented in Senator Morris’ place. The next meeting will be April 18th. There were no updates from their last meeting.

6. Committee on Diversity  Senator Renteria

The Committee on Diversity met on February 8th. The Committee discussed the results of the Campus Conversation and will be meeting with different student, faculty, and staff groups on campus to conduct focus groups. The Committee is reviewing the committee’s webpage and will make updates. Senator Weathers provided information regarding disability trainings. The Committee discussed the current political climate and how it may affect UCO students.

7. Legislative Update  Senator Butler

Senator Butler stated that the legislature is down to 76 bills from 150. They are looking at several issues including retirement and how it affects higher education. They continue to discuss the retirement impact on OTRS. Public affairs is watching the weapons on campus theme and looking at house bill 1803. This information can be found on their website if senators would like additional information.

8. LUCO Re-Tooling Committee  Senator Castleberry

The committee has narrowed down what is being taught in LUCO, they are fine tuning details of what they want to teach next. They are also working on cutting their budget and keeping costs down.

Senate Standing Committee Reports and Membership

1. Constitution, Parliamentary Procedure, and Elections Committee

Chair: Senator Powers
Vice Chair: Senator Rogalsky
Members: Senators DeBoard, and Moore

Report: They met on February 21st and discussed the nomination acceptance process. An email was sent to all nominees asking them to respond by March 3rd. Discussed elections. Set the timing for the elections to begin 8am on March 6th and end at 11:59pm on March 9th. Had enough nominees to have elections in the following areas: Academic Affairs, Operations, IT, and Student Affairs. Had only one nominee accept for both Communications/Foundation/President’s Office/Government Relations for the one open seat and Faculty with three open seats. Our committee will consider how to proceed with the remaining Faculty seats. Results will be forthcoming.
2. **Communications Committee**  
Chair: Senator Tozer  
Vice Chair: Senator Jackson-Hardwick  
Members: Senators Hsu, and Wullstein  
Report: The committee did not meet last month. They emailed back and forth on the survey and are making edits. Their goal is to send the survey before our next general senate meeting in April.

3. **Personnel Policies and Compensation Committee**  
Chair: Senator Mankin  
Vice Chair: Senator Shortt  
Members: Senators Goad, LaFave, Motley, Peck  
Report: This committee met and discussed proposals that are on the agenda today.

4. **Staff Development and Wellness Committee**  
Chair: Senator Curtis  
Vice Chair: Senator Castleberry  
Members: Senators King, Waddle, Weathers, and Young  
Report: The committee did meet last month and reminded senators of annual compliance trainings required for all employees. There is a new student learning track on the learning center. Senator Curtis urged senators to participate in upcoming book clubs. There are currently no bills assigned to this committee.

5. **Information Resources and Technology Committee**  
Chair: Senator Button  
Vice Chair: Senator Vorphal  
Members: Senator Hagy  
Report: They met two weeks ago, there is no new information to report. They are looking into the faculty senate bill addressing email review and will provide an update at the next general senate meeting.

6. **Alumni and Community Service Committee**  
Chair: Senator Hogan  
Vice Chair: Senator Dumas  
Members: Senators Butler, Hull, Killian, and Morris  
Report: Senator Hogan thanked Senator Butler for her work on the joint resolution regarding the no weapons on campus issue. Tom Spencer came and spoke to the committee, 75 people attended. There were several issues discussed including pension plans, OTRS, etc. If senators want to review these items, please do so off the clock.

**Unfinished Business**
1) Proposal SSP 2016/2017-001 FMLA and Accrued Leave. This proposal was brought out of the Personnel Policies and Compensation committee by Senator Mankin. Debate followed. President Baird announced the move to vote. Proposal passed.

2) Proposal SSP 2016/2017-002 Leave Share Amendment. This proposal was brought out of the Personnel Policies and Compensation committee by Senator Mankin. Debate followed. President Baird announced the move to vote. Proposal passed.

New Business

1) Proposal: Request for Short Term Disability was introduced by Senator Mankin from the Personnel Policies and Compensation committee. This will be debated and voted on during next month’s meeting.

2) Motion: Request for Joint Resolution was made by Senator Butler. The motion passed after debate.

Announcements for the Good of the Order

No announcements

Adjournment

President Baird adjourned the meeting at 3:13 pm.

Respectfully Submitted,
Secretary/Treasurer—Cheryl Duke