I. **Call to order 2:05 PM**

II. **Roll Call – 32 Active Senators**


III. **Recognition of Visitors**

Jerry Legere – Faculty Emeritus Association
Kristi Archuleta – UCO Faculty Senate Past-President
Rachel Fairchild – UG advisement
Sarah Ward - University Communications

IV. **Approval of Minutes February 4, 2020 minutes**

Approved as distributed

V. **Special Order of the Day**

1. Laura Butler, Director of Public Affairs / Leadership Central

Check out the public affairs website to see how UCO impacts the economy and how they give back. For every $1 invested in higher education, UCO return $14.80 to the economy. You can also view legislative updates on the website - https://www.uco.edu/offices/public-affairs/.

2,400 bills introduced, down to 1,400. Next deadline is March 12th.

House bill 3255 – how to fund concurrent enrollment for juniors. All must charge the average cost of all colleges who offer concurrent enrollment courses. If passed this would cost UCO around $750K.

House bill 1027 – challenges the way signatures are collected and proposes making it equal signatures between districts.

2. Bucky Dodd, Chief Learning Innovation Officer

UCO Online Learning Landscape: Online learning is strategic to UCO’s future. Over 1,000 students each semester are fully online. The trend for online learning is trending upward. Close to 500 courses are offered online. 7 majors offered online, 12 majors approved by regents to be online, Online program offerings: HR Management, Marketing, RN to BS, General Studies, General Business, Organizational Leadership, M.Ed. Library Media, & MBA.

The degree completion efforts are a big part of our strategy. 372,009 Oklahoma citizens with some college, no degree as of 2018.

Fall 2019 ELP implemented connected campus website to list programs that are online. A learner concierge was implemented for online students which has proven to be very successful.

Strategy Development for online learning: world class student experiences – quality and excellence, marketing and growth strategy to target market segments, focused and strategic online offerings: degree completion in Oklahoma, graduate programs, …

VI. Senate Executive Committee Reports

1. President DeBoard

The Executive Committee met with President Neuhold-Ravikumar and Vice-President Freeman on February 20. Spring 2020 credit hour production, while down year over year, exceeded budget projections. Additionally, Fall 20 application numbers continue to exceed those from last year.

It appears that the state’s budget for FY 21 will be largely flat when compared to FY20. The President expects UCO’s budget to be smaller in FY21. We still have an approximately $12 million-dollar deficit to fill.

One piece of legislation that is of particular concern changes how schools would be paid for concurrent credit hours. Currently, institutions are paid their standard undergraduate rate for concurrent credit hours. This new legislation, if passed, would set a statewide rate, equal to the average rate charged by two-year institutions, to be paid to all schools for all concurrent credit hours. According to the President, it is not clear how, or if, UCO could afford to continue to participate in the concurrent program under that model. Senators are encouraged to write their legislators about any issues of concern to them.
The Executive Committee met on February 26. We discussed the upcoming inauguration for President Neuhold-Ravikumar. We intend to purchase a small gift for the President to mark her inauguration. We also discussed the Spring Networking Event for Senators, and New Senator Orientation. You’ll hear more about both of those soon.

Nominations for the General Election are open. I encourage each of you to nominate colleagues that you feel would be effective Senators. Next year will mark the first year since the Senate’s founding that none of the original Senators will be in the Senate. We need enthusiastic and knowledgeable staff members who care about this institution to join this body. Our current Senators, the group here today, know whose those people are. Encourage them to run.

Later in today’s meeting, we will debate an important piece of legislation. I expect vigorous debate. I would remind Senators to stand when speaking and to address all comments and debate to the chair.

2. Vice-President Bieri

The Staff Senate Networking event will be May 14 from 4-6 pm at Flat Tire Burger.

3. Secretary/Treasurer Wellington

No report

4. Webmaster/Historian Kaiser

No report

5. Parliamentarian Baird

No report

VII. University-Wide Committee/Representation Reports

1. University Planning Council

UPC met on February 17. The group continued work on operationalization of the University’s Strategic Goals. This month the focus was Transformative Learning activities for students and faculty and staff.

2. Committee on Diversity

Ms. Renteria Mendoza and Dr. Macey presented a revised version of the proposal for an Institutional Response Team that was presented at the committee’s January meeting and has been updated since that time to address comments and suggestions offered by committee members.

The committee took note of the university’s recent decision to allow employees to include their pronouns (including nonbinary pronouns) on university business cards and nametags.
Ms. Feinberg provided the committee with an overview of the major areas of focus and activity of the recently created Division of People and Culture in the areas of Presence, Accountability, Affinity Groups, Awareness and Learning, and Acknowledging and Celebrating.

The Division of People and Culture is working on, among other initiatives, the design and launch of new external and internal inclusion and diversity websites, the development of a university Affirmative Action Plan, the creation of resources to support faculty and staff associations, and planning for speakers and for listening and “Courageous Conversation” sessions.

VIII. Senate Standing Committee Reports and Membership
1. Constitution, Parliamentary Procedure, and Elections Committee
   Chair: Senator Baird
   Vice Chair: 
   Members: Senators Clavin, Gamagedara, Harrel, and Lafave

   The committee did not meet in February. Election is underway.
   Will conduct 13 elections this year.
   Nominations are currently open.
   Voting will go from March 30→April 10.

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

   The committee met on February 13 and discussed possible legislation for our committee to look at and what other committees are currently working on. The committee will plan to debate and vote on what to legislation to work on next at the next committee meeting. We also reviewed the proposal and some of the initial questions that we received so that we would be ready for debate at the next Staff Senate meeting.

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

   The committee met on February 20. The committee met to review information we received from Justine Kendal regarding the use of funeral leave. Due to a recent move to Paycom, she only had information from the last 9 months, May 2019-January 2020. In that time frame, 116 employees used funeral leave and of those 30 employees combined funeral leave with sick or personal leave. This indicates that
funeral leave may be inadequate, 26% of the time. After much discussion, our committee voted to table the funeral leave proposal until more data could be acquired. We will recommend that this issue is investigated by this committee again in the future.

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

The committee met on February 11, 2020.

  a) Discussed changes to the Chosen Name Policy proposal and to finalize the draft for the proposal.  
     i. Final changes were made and the proposal was submitted via email to representatives across the institution that might be affected by the Chosen Name Policy proposal.  
     ii. The proposal will be presented to the UCO Staff Senate during the March 2020 general meeting
  b) The committee also explored the idea of submitting future legislation addressing the shorter 2020/2021 winter break. Research will be done on this topic before legislation related decisions are made.

Our next meeting is scheduled for March 10, 2020

IX. Unfinished Business
SSP 2019/2020-001: Staff Cost of Living Adjustment – The proposal was summarized by Senator Platt. Debate ensued. The proposal passed.

X. New Business

XI. Announcements for the Good of the Order
JCGS hosting 3-minute thesis competition – April 23 at 4p. $1000 cash prize.

XII. Adjournment 3:39 pm