

Staff Senate Minutes

August 1, 2024

**CALL TO ORDER**

President Kristian Thompson called the Arkansas Tech University Staff Senate meeting to order on Thursday August 1, 2024 at 9:00 a.m. in a hybrid in-person and WebEx virtual online meeting.

**ROLL CALL**

**Senators Present:**

Sabrina Anwar  
Peggy Ayers  
Megan Bell  
Jenna Bradley  
Kate Carter  
Slade Dupuy

Bonnie Freeman  
Connie Herring  
Katie Hook  
Whitney Moore  
Tanda Morrison  
Cesiley Rideau

Nick Schluterman  
Miranda Senn  
Mackenzie Taylor  
Kristian Thompson

**Senators Absent:**

Rachel Broussard  
Bethany Brown  
Shelly Hall

Kim Hilliard  
Amber Jacimore  
Kacie Lopez

Cody Neal  
Scott Tomlin

**Visitor(s):**

Alexis Scrimshire  
Alisa Waniewski  
Ashley Bryant  
Bonnie Heathcock  
Chelsea Martin  
Eric Rector

Kim Tate  
Kimberly Turner  
Kylia Stewart-Davenport  
Marcia Brown  
Susan Johnson  
Valli Ashcraft

**Approval of Previous Minutes**

The minutes from the July 11, 2024 meeting were distributed electronically prior to the meeting. Senator Rideau filed a motion to accept the minutes. Senator Herring seconded the motion. The minutes were approved by Senate vote.

**Senate Discussion**

The Staff Senate Cookbook has been handed over to the Staff Senate Fundraising, Events, and Involvement Committee. That committee consists of Peggy, Whitney, Slade, Sabrina, Megan, Kate, and Kim. Kristian and Connie will be involved in it as well. We are hoping to have our cookbook made before the end of this Staff Senate year (May/June).

Committee Updates:

- Budget Committee
  - No update
- Campus Space Committee
  - No update
- Emergency Management Committee
  - No update
- Access and Equity Committee
  - ⊖ No update
- International Travel Advisory Committee
  - No update
- Technology Committee
  - No update
- Insurance Benefits Committee
  - No update
- Presidential Communication
  - Presidential Inauguration will be October 11<sup>th</sup> and individuals are asked to RSVP to the ceremony and/or fish fry that follows (<https://www.atu.edu/inauguration/>). August 16<sup>th</sup> will be the Welcome Back speech and free lunch at the cafeteria. Parking passes are available for purchase again. Please remember the fee went up to \$55. The cafeteria hallway is being looked at for possibly being turned into a vending machine lobby since it has become such a breezeway with the construction in way. There is a small increase in insurance premiums for medical but the university will be absorbing that cost. There are some changes to dental costs but details on that will be released soon.

**Concerns & Questions brought to Staff Senate**

<p>It has come to my attention that currently the Custodial Services employees are being paid more than an Administrative Specialist II. It came to my attention when I went to sign my contract for 2024-2025 academic year. I had been talking with our custodian and she expressed how grateful she was that</p>	<p>Recently FAMA has undergone a restructure due to budget cuts and cut a lot of vacant positions. In doing so, they were able to make some adjustments and bring positions that they kept, closer to CUPA. The remaining staff are now cleaning larger areas. The recent pay raises help keep quality staff in this area.</p>
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<p>at least they had finally gotten a small raise. She asked me if I'd received my contract yet and if I had received a raise. I told her I hadn't seen mine at the time. After we spoke, I went in and checked my email and my supervisor had sent me a contract. I noticed that it was the same as it has been for the last 3 years, no raise. I can look on OneTech to look at jobs offered on campus and I see Custodial positions. I opened it up to look how much they would be paid, the amount of \$1,000 above the amount I make after 20 years of service. To say this was a slap in the face was an understatement. I am truly heartbroken to see that because they have been unable to keep Custodians, they have had to raise their pay. But the same consideration has not been given to those who have stuck by Tech through thick and thin. I already reached out to my department head and HR. Their comment was to talk to Staff Senate and see if it could be brought up in the meeting. I am not mad at Custodial for making more money. I am grateful that people are able to make higher wages. However, this has been a recurring problem at Tech. New people are being hired in constantly at significantly higher salaries and we are not seeing any change in compensation to folks who've been here for decades. More and more people are leaving ATU because it is the only way we can make livable wages. Tech is having trouble hiring people because when they reach out to us, their friends from the community working at Tech, we honestly tell them not to apply because there is no advancement opportunity for a log of these positions.</p>	<p>Please keep in mind that Dr. Jones has a goal to get everybody up to CUPA pay levels as the budget allows. These changes will be slow but helpful.</p>
<p>Can Friday summer hours be observed year-round?</p>	<p>Since students are on campus, we will have to continue with the normal 8-5 office schedule. Keep in mind there are flex work and remote work options if approved by supervisors. Dr. Jones does take staff and faculty morale, health, and wellbeing very seriously.</p>

**Meeting Adjourned**

At 9:14 am Senator Ayers made a motion to adjourn, and Senator Carter and Taylor seconded. President Thompson concluded the August 1, 2024 meeting.

Respectfully submitted,  
Whitney Moore, Secretary

DRAFT