

# Staff Senate President Final Report FY23

Jessica Chilcoat – Staff Senate President FY23

April 10, 2023

The 2022-2023 Staff Senate session was a very active one. Over the past year we have seen great strides made around shared governance on our campus which resulted in more opportunities for Staff Senate to engage in campus conversations and participate in major searches. The work of the Shared Governance Advisory Committee will continue over the next several months and updates will be provided to campus regularly.

While we made great strides in many areas, there were some challenges around engagement and membership faced by Staff Senate over the past year. We had several senators resign for various reasons over the course of the year and we struggled to keep all seats filled. There are active conversations, which will continue into the next session, to develop ways to increase the visibility of staff senate and increase engagement of staff members both in the senate and our committees.

- USS-UPS Council
  - The USS-UPS Survey Sub-committee worked with the Docking Institute to develop a survey to gauge staff satisfaction and engagement. The survey was sent to staff at all KBOR institutions in April 2022 and results were provide to senate leaders in fall 2022. KU had about a 45% response rate. Results were presented to KBOR and the Council of Presidents (COPs) at their January meeting. Jessica Chilcoat, Chris Wallace and Brian Moss traveled to Topeka to attend the meeting along with representatives from several other institutions.
  - The USS-UPS Council met several times during the year to share information and concerns and collaborate on issues that impact us all.
- University Senate
  - Searches – The University Senate Executive Committee engaged in several major searches throughout the year by meeting with candidates and providing collective feedback to the search committees. SenEx participated in searches for Associate Vice Chancellor for the Office of Civil Rights and Title IX, University Ombuds, Vice Chancellor for Strategic Communications and Public Affairs, Vice Provost for Diversity, Equity, Inclusion & Belonging, College of Liberal Arts & Sciences Executive Dean, and the Dean of Libraries.
  - Composition of University Senate – An ad-hoc committee made up of members of the University Senate Executive Committee was formed to examine the composition of the University Senate and University Senate Executive Committee. The committee’s recommendations are to equalize the number of senators from each constituency in both the University Senate (18 each) and the Executive Committee (3 each). The amendment was sent to campus for feedback on April 7, 2023 and the University Senate will vote on the changes on April 13, 2023. If passed, the amendment will go into effect for the FY24 session.
- Shared Governance Initiative
  - Advisory committee – An advisory committee was formed in order to address concerns surrounding shared governance at KU. This was in direct response to the shared governance resolution passed by University Senate in Spring 2023.
  - There are four phases the committee will address.
    - Phase 1: Visioning an Exceptional Learning Community and Scholarly Engagement – a visioning event was held on February 12, 2023 and was attended by around 50 staff, faculty and students. Mike Rounds and Kathleen Ames-Stratton led the group through the Grove’s Strategic Visioning process. The advisory committee is in the process of consolidating the feedback that was provided during that session to develop a clear and concise vision statement.
    - Phase 2: Processes for Decision-making and Communication
    - Phase 3: Processes for Clarifying Roles and Responsibilities in Shared Governance

- Phase 4: Clarifying Roles and Responsibilities for Strategic Planning – CFO Dewitt will present at the Planning and Resources committee in Spring 2023 and will do so annually moving forward.
  - This committee will continue to work over the next fiscal year to address each of the above phases and will continue to communicate progress to campus.
- Staff Survey Advisory Committee
  - An advisory committee was formed with endorsement from the provost and support from AIRE. The committee will be made of Staff Senate, University Senate, and staff representatives. AIRE identified project managers to assist with communication, website development, and planning of forums.
  - Three virtual campus forums will be held in April and May 2023. One will be held at 11:30PM to encourage attendance of staff that work second or third shift. The forums will include a presentation of survey results and an opportunity for feedback and recommendations from attendees.
  - The committee will develop recommendations in May 2023 and provide to the provost for review and feedback.
  - A campus presentation of the recommendations will be held in June 2023. The provost will be in attendance.
- Leadership Meetings
  - Provost Meetings – Jessica Chilcoat and Chris Wallace, President Elect, attended monthly meetings with the provost. Also in attendance was Mike Rounds, Chief Human Resource Officer. Topics that were discussed included staff recruitment and retention, compensation and the market study, communication and transparency, campus closure during winter break, the staff satisfaction survey, the remote workforce and inclement weather policies, shared governance, and dining and food access on campus among other topics.
  - Provost All Team Meetings – The presidents of all four senates were invited to attend the monthly Provost All Team meetings. This is the first year governance leaders have been included in these meetings.
  - Chancellor Meetings – Jessica Chilcoat and Chris Wallace met with the Chancellor twice during the academic year. Topics included the staff satisfaction survey, staff recruitment and retention, economic development plans including the new campus gateway project and paid leave over winter break.