

ACU Staff Senate Agenda  
Thursday, August 5, 2021  
9-10am

Dean's Conference Room, College of Biblical Studies

Arthur Brant, Amy Boone, Arthemon Sindayigaya, Cara Flanders, Crystal Cox, Darci Armstrong, Deborah Niccum, Evan Steele, Hutton Harris, James Scudder, Kayla Hewitt, Krista Heath, Lance Rieder, Leah Andrews, Lyndi Felan, Makayla Jones, Michelle McMillan, Samantha Adkins, Scott Warren, Sherita Nickerson, Zach Snyder  
Absent

- I. Call to order 9:01
- II. Prayer - James Scudder
- III. Approval of Minutes - The minutes from the July 2021 meeting were approved by unanimous consent.
- IV. Old Business
  - A. Benefits & Advocacy Committee:
    1. Met with university benefits meeting: the university benefits committee is working with the Holmes Murphy broker company. They are conducting a survey of faculty/staff to evaluate our current benefits package.
- V. New Business
  - A. SLT Updates
    1. The Chief Diversity officer will be chosen soon. Decision will be made at the end of this week or early next week.
    2. Covid Updates
      - a) The ERT is monitoring the COVID landscape and seeks to promote campus safety in a way that also minimizes the administrative burden.
  - B. August Speaker (State of Human Resources) - Wendy Jones (presentation, Q&A)
    1. Benefits
      - a) Paternity & Maternity leave
        - (1) Specifics on the survey will help
    2. Staff Senate Purpose
      - a) We were chosen by our peers to be leaders.
        - (1) Ex: Sick to Service, Leave Time, Sick Time should be used for mental health days, Service and Recognition Awards, Town Halls (SLT take turn with their division)
    3. Staff Hiring
      - a) Hiring is hard in every department, specifically Landscape & Grounds
      - b) HR wants to work on creative ways to find qualified applicants

- c) SLT is reviewing every job position to know where they need to staff up and where they need to staff down
      - (1) If you have questions about a pending job position, feel free to email Wendy or Human Resources and they can tell you where the job position is in the approval process
  - 4. "Comp and Class" (Compensation and Classification)
    - a) Every current position has been classified and this information has been tied to the position in Banner.
    - b) HR is working on assigning new positions to the correct classification.
    - c) HR anticipates being able to begin working on compensation adjustments within the next year. The entire process will take at least 5 years, most likely.
  - 5. Faculty/Staff Pre-Session will be on August 18th in the Hunter Welcome Center. Speakers will be Ralph Draper (trustee) & April Anthony (board chair).
- C. "Wildcat Tank" Proposal - Evan Steele
- 1. Give a place where faculty & staff can give ideas about retaining students, how to save money, how to make money, etc.
  - 2. Any individual or team (of employees) may put forward an idea that improves the university's core business and ability to fulfill its mission. A select group will have the opportunity to present their ideas to a panel of SLT members. SLT will have the option to "buy" one of these ideas.
  - 3. We can get this done with very little money
  - 4. Waves
    - a) Which ideas are best?
    - b) Work with SLT to get the list down to 5 or 10
    - c) Present to SLT panel
  - 5. Staff Senate would like to convene an ad hoc committee for Wildcat Tank with Evan Steele as the chair with Arthur, Hutton, Crystal and Samantha on the committee.
- D. Meeting adjourned at 9:59 a.m.