



UNIVERSITY OF NORTH DAKOTA

Staff Senate Agenda

January 9, 2019

Memorial Union North Ballroom

9:00-10:30am

1. Call to Order
2. **Photos**
3. Announcements/Question Period
4. Approval of December 12, 2018 Staff Senate Minutes
5. Business Items
 - a. Vote for meeting time at 8:30 or 9am next year
 - b. Meeting space in Facilities Lunchroom
 - c. 3 new senators to fill spots – Kris Mead-Palmer, Sherry Lawdermilt and Daniel Boese
 - d. Constitution and Bylaws changes - vote next month
6. Officer Reports - as needed
7. Staff Senate Committee Reports
8. University Committee Reports - as needed
9. Suggestion Box
 - a. Why were two additional handicap spaces added to the old pay lot by Carnegie when the existing spots are never at capacity?
 - i. ADA parking space requirements for a campus are calculated based on a campus' total number of parking spaces; it is not based on individual lot configurations. Some ADA spaces near the quad were removed for construction at CF Library, and some ADA spaces by the Stone House were removed for construction. ADA spaces were added by Carnegie because the lot has a barrier free path to CF Library and other interior buildings with limited parking access.
 - b. To UND Staff Senate:

There is a problem on the UND campus. This is not an issue that can be fixed with lower parking rates or incremental raises or extra days off before state holidays. It is a problem of insecurity of one's job. People are afraid. Staff are afraid they are going to be downsized cut consolidated outsourced "realigned". Going to work every day with this anxiety is terrible on a person's physical and mental health. It also leads to a decline in work performance due to this stressor that of uncertainty of jobs that many of us have been at for years. With a perceived attitude and workplace atmosphere of "one foot in one foot out" it is basic human nature to expend less effort conserving one's energy for having to find a new way to make a living. I am confident that this does not span all departments across UND equally and each person would not feel this with the exact amount of worry as another. However it does touch all staff to some level. Also this is not an issue that is wholly at UND but across our fair North Dakota University System as a hole. We as state employees are told to always be creative to find and develop ideas that impact our workplaces in a positive light. Here's an idea. Put on a layoff freeze for two years. We did this with hiring new employees for an amount of time why not the reverse? Let's be creative and give people a chance to breathe a long needed and severely overdue sigh of relief. Let us stick together as staff. To discuss the above in the open for many of us would only hasten the second foot going out the door. I put my faith in groups like the Staff Senate at UND and at other campuses to make these concerns anxieties and feelings of staff members like myself known. Thank you very much for your time.
 - c. Can the President Provost and Vice President of Finance and Operations authorize the hiring of an independent third party firm to conduct an impartial and thorough investigation into the toxic hostile and abusive working environment in Facilities Management? Staff should not need to come to work every day feeling like they have a bomb strapped to their back.
 - d. I would like to bring up the fact that the raising of the parking violation fees above \$20 is against Century Code 39-06.1-06. Amount of statutory fees. The fees required for a noncriminal disposition under section 39-06.1-02 or 39-06.1-03 must be as follows: 1. For a nonmoving violation as defined in section 39-06.1-08, a fee of twenty dollars except for a violation of any traffic parking regulation on any state charitable or penal institution property or on the state capitol grounds, a fee in the amount of five dollars, excluding a violation of subsection 11 of section 39-01-15.
10. Matters Arising/Open Discussion
11. Adjourn

Next Staff Senate Meeting
February 13, 2019 – 1:00-2:30 PM
River Valley Room Memorial Union