



UNIVERSITY OF NORTH DAKOTA

Staff Senate Agenda

March 13, 2019

**Memorial Union River Valley Room**

9:00 am – 10:30 am

1. Call to Order
2. Guest Speakers–
  - a. UND Staff Senate Leadership Series - UND Staff Senate's Staff Development Committee
    - i. Nanci Wilson – "Creating Loyalty One Flub At A Time" creating relationship loyalty through being an imperfect human
    - ii. Jed Shivers or VPFO Rep to come in April
3. Announcements/Question Period
4. Approval of February 13, 2019 Staff Senate Minutes
5. Officer Reports - as needed
6. Staff Senate Committee Reports - as needed
7. University Committee Reports - as needed
8. Suggestion Box
  - a. In 3/6 University Letter it is stated Faculty and staff parking permits will be considered after-tax deductions starting July 1. Not only is the University looking to increase the cost of parking permits but now employees are having to pay for parking permits after tax. On a \$600 permit the tax savings is approximately \$150. Not anything UND can prevent however the substantial increase the University is looking to increase parking permits has essentially just went up considering permits will be after tax to employees. Can Staff Senate have these conversations with those in charge of parking? Although the University is looking to give raises employees are going to be hit with an increase in parking and how much will the raise really mean to an employee having to pay \$600+ for a parking permit? This is concerning even more so for dining service and facilities employees who make minimal yet they are essential to University operations. For example an employee making \$22 000/year gets a 3% raise that will only be \$660/year increase.
  - b. As an advocate for staff at UND can you look in to offering UND staff an opportunity for Volunteer Time Off? VTO would allow staff time to volunteer during scheduled work time up to so many hours per year at an organization of their choice and this could be featured on UND Staff Senate social media?
  - c. How is it that in this time of budget cuts that the University will have the Chief of Staff (Angelique Foster) working from home and commute back and forth at the Universities expense? How can she effectively do her job? As quoted in the Herald: Angelique Foster who had previously announced she would be leaving her position after the spring semester to return home to North Carolina has agreed to stay on in her position. She'll work from home and commute back and forth. Foster had worked for Kennedy previously at George Washington University starting in 2012. When Kennedy took over at UND in 2016 "he asked her to be his special assistant." I reached out to UND spokesman David Dodds who said Foster will continue to collect her full \$114,000 per year salary. She won't take a pay cut despite being a University of North Dakota employee who lives in North Carolina. In addition to her on-going salary the university will pay for Foster to back and forth from North Carolina to Grand Forks. "We are estimating those trips will average \$1,000 with air fare lodging and access to a vehicle" Dodds told me. "The University is looking at capping that at \$25,000 unless otherwise approved by President Kennedy." This really seems like a slap in the face to all other staff at UND who have not seen raises in many years have seen other staff cut from their areas and have not been funded for professional development. Yet Foster will continue to make \$114,000 and up to \$25,000 in travel expenses which I'm sure if she goes over Kennedy will approve it. Shouldn't the person who is Chief of Staff be required to be on-campus?
    - i. UND conducted an external search that produced approximately 30 internal and external applicants. Three finalists had on-campus interviews. Of the three finalists, none were deemed fully qualified by the Executive Council. Angelique's proven track record in helping to ensure actions relating to our One UND Strategic Plan and she has built a reservoir of trust with members of the Executive Council. Because of this, the Executive Council suggested asking Angelique to consider continuing her role splitting her time between Dallas and Grand Forks. It is anticipated that Angelique will be on campus approximately every other week. It should be noted that UND currently has 118 employees who work remotely.

Angelique offers continuity to the University and relative to chief of staff market data and the compensation expectations of the three finalists, this arrangement will save UND money compared to a new hire.

Prior to the search when it became clear Angelique had been effectively completing the responsibilities of a chief of staff and in order to continue the progress of the university would need to be replaced at that level, it was deemed imperative to reflect that in title, job description and pay. Angelique served as the lead project manager of the project managers for each goal of the OneUND's Strategic Plan. She continues to monitor and manage progress towards the completion of the plans prescribed action steps, working with Executive Council members and other campus leaders

**9. Stop and Stretch**

**10. Business Items**

- a. VP Nominations
- b. Parking Forum to come
- c. Meetings with President Kennedy
- d. Campus Moves - <http://blogs.und.edu/campus-renewal/>

**11. Matters Arising/Open Discussion**

**12. Adjournment**

Next Staff Senate Meeting  
April 10, 2019 - 1:00 PM to 2:30 PM  
Wellness Center 120/121