



Staff Senate Minutes

March 13, 2019

**Memorial Union River Valley Room**

**Members Present:** Sarah Abentroth, Daniel Boese, Jessica Cadreau, Melissa Casanova, Tyler Clauson (President), Samantha Eastman, Kristin Ellwanger, Jade Gourneau, Garrett Grasser, Carissa Green, Brenda Haugen, Angela Holkesvig, Devona Janousek, Gregory Kelly, Brian Larson, Sherry Lawdermilt, Jennifer Lunde, Whitney Maine, Amy Malheim, Jeremy Mahlheim (Vice President/President Elect), Christina Mead, Lani Moen, Tina Monette, June Novacek, Teri Salwey, Lori Shafer, Conrad Smith, Carla Spokely, Zauna Synnott, Laura Vatsndal, Megan Wasylow, and Kim Werner

**Members Absent:** Trinity Bohlman, Christopher Choate, Chris Dingle, Emily Dougherty, Kari Holter, Jennifer Lynch Hurst, Melissa Mager, Janelle McGarry, Brianna Melicher, Angie Morgan, Renee Nilsen, Jen Proulx, Lesli Risky, Jayson Sharp, Courtney Souvannasacd, and Andria Spaeth

**Ex-Officio Present:** Peggy Varberg, Interim Director, Human Resources and Payroll Services

**Guests:** Kara Helmig, UND Athletics; Nanci Wilson, Leadership Speaker

1. **Call to Order** – Clauson called the meeting to order at 9:00 a.m.
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.** Staff and Professional Development Chair Gourneau introduced Wilson, the first presenter in the new leadership series. Gourneau also announced that consultant Emily Holth will be featured next month.
    - ii. **Jed Shivers VPFO Rep to come in April** – Clauson announced that the invitation has been made and accepted, Shivers' schedule permitting. Topic will be legislative updates.
3. **Announcements/Question Period** - None
4. **Approval of February 13, 2019 Staff Senate Minutes** – Minutes were approved as submitted (Maine/Casanova/carried unanimously).
5. **Officer Reports - as needed**
  - a) **President** – Clauson reported he had a phone meeting with President Kennedy and several unit leaders. The President has a regular meeting time set aside for faculty to come in to chat. Clauson is working on setting up a similar opportunity for staff.
6. **Staff Senate Committee Reports - as needed**
  - a) **Bylaws/Elections (J. Malheim)** – Nominations are open for elections until March 25. A Qualtrics link will be assembled following the nomination period and distributed, with paper

ballots going to Facilities and Dining Services, where staff may not have easy access to computers during their workday.

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**b) Fundraising/Engagement (Maine)** – A Staff Takeover event is planned for Tuesday, March 26, from 4:30 to 7:00 p.m. at Muddy Rivers.

**c) Public Relations (Wasylow)** – The newsletter was published this week, and five weeks of “Caught” employee features are lined up for Facebook.

**d) Staff Recognition (Holkesvig)** – The latest UShine Award presentation was to Matthew Luckach, of One-Stop Student Services, who was nominated by Gourneau. The presentation had a workout theme. Ten nominations were received in March, and more are encouraged.

**7. University Committee Reports - as needed**

- i. **University Senate (Clauson/J. Malheim/Reed)** – University Senate met last Thursday for the first time this semester, as there was no scheduled January meeting, and February’s meeting was cancelled due to bad weather. There was minimal business. Faculty asked Shivers some parking questions. Parking forums are scheduled for March 25 and April 15.

**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?  
--Clauson reported the official response for VTO has not yet been received. He is still interested in putting together a Staff Senate proposal on this issue.
- 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.

--Clauson reported three or four comments on this issue were received. He published only the most in-depth one in the agenda and minutes. The response is from Meloney Linder, Vice President for Marketing and Communications.

## 9. Stop and Stretch

## 10. Business Items

### a. VP Nominations –

Wasylow – declined nomination

Maine – accepted nomination

The following were nominated, but not present. Clauson will verify their acceptance and eligibility before the next meeting:

Dingle

Souvannasacd

Vice President/President Elect candidates will give short speeches at the April meeting, and a vote will be held. Discussion on other officer and committee chair posts for the upcoming program year.

- b. **Parking Forum to come** – Covered in University Committee reports, above. Note to get the forums publicized on the web and Staff Chat.
- c. **Meetings with President Kennedy** – Covered in Officer Reports, above.
- d. **Campus Moves - <http://blogs.und.edu/campus-renewal/>** - Clauson shared the link to a useful blog covering campus moves, as the Memorial Union is decommissioned. He is serving on an On Campus Experience Planning Committee with the charge of keeping the on-campus experience up to par for students and guests. Larson will bring a Powerpoint on campus projects slated for Summer '19 to the next meeting, as many projects, including a University Avenue closure, are slated for that period.

**11. Matters Arising/Open Discussion** – Wasylow reminded the body that the Greater Grand Forks Young Professionals Annual Lunch is March 19 at Minnkota Power. It is open to all. The Greater Grand Forks Young Professionals monthly Lunch and Learn is March 21 from 11:30 to 1:00 at the Center for Innovation. Topic is "Getting Involved." Chamber Business After Hours event is March 21 from 4:45 to 7:00 at the Boardwalk.

**12. Adjournment** – With no further business, the meeting adjourned at 10:19 a.m.

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

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