

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 <sup>nd</sup> Thursday of every month		Courtney Chafin
Date October 10, 2024		Time		Location
		1:00 p.m.		Zoom
Committee				
<input checked="" type="checkbox"/> Chair: Courtney Chafin - Leave	<input checked="" type="checkbox"/> Vice-Chair: Marie Marefat	<input checked="" type="checkbox"/> Secretary: Ginni Haynes	<input checked="" type="checkbox"/> Treasurer: Carl Harper	<input checked="" type="checkbox"/> Parliamentarian: Chris Larmour
<input checked="" type="checkbox"/> PC: Bobbi Jo Allen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> James Aaron - Excused	<input type="checkbox"/> Mike Adams	<input checked="" type="checkbox"/> Alissa Anderson	<input checked="" type="checkbox"/> Tamara Anding	<input checked="" type="checkbox"/> Elizabeth Andrade
<input type="checkbox"/> Whitney Arvin	<input checked="" type="checkbox"/> Tiara Ball	<input checked="" type="checkbox"/> Mandi Banahan	<input checked="" type="checkbox"/> Melissa Barger	<input checked="" type="checkbox"/> Kelley Beverly
<input type="checkbox"/> Amanda Biddle	<input type="checkbox"/> Shelley Bishop	<input type="checkbox"/> John Blaine	<input checked="" type="checkbox"/> Kenneth Blair	<input checked="" type="checkbox"/> Karena Blaurock
<input checked="" type="checkbox"/> Elliot Bloomer	<input type="checkbox"/> Sabrina Brewer	<input checked="" type="checkbox"/> Jennifer Bridge	<input checked="" type="checkbox"/> Leanna Brignola	<input checked="" type="checkbox"/> Cynthia Brown
<input type="checkbox"/> Amber Bruce	<input type="checkbox"/> Doug Burgess	<input checked="" type="checkbox"/> Olwen Burton	<input checked="" type="checkbox"/> Chris Carney	<input checked="" type="checkbox"/> Eric Carroll
<input type="checkbox"/> Destiny Carter	<input checked="" type="checkbox"/> Melissa Claar	<input checked="" type="checkbox"/> Christy Coffman	<input type="checkbox"/> Anna Cox	<input checked="" type="checkbox"/> Alexandra Curtis
<input checked="" type="checkbox"/> Dale Davis	<input type="checkbox"/> Kevin Duncan	<input type="checkbox"/> Rebecca Earls	<input checked="" type="checkbox"/> Olivia Ellis	<input checked="" type="checkbox"/> Ryan Farley
<input checked="" type="checkbox"/> David Faulconer	<input checked="" type="checkbox"/> Alexis Fellows	<input checked="" type="checkbox"/> Jonnisa Ferguson	<input checked="" type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Kevin Fleming
<input checked="" type="checkbox"/> Jennifer Fore	<input checked="" type="checkbox"/> Sandra Frey	<input checked="" type="checkbox"/> Tenia Gatewood	<input checked="" type="checkbox"/> Samantha Gauthier	<input type="checkbox"/> Julien Gaylon
<input checked="" type="checkbox"/> Perry Gibson	<input type="checkbox"/> Sheneda Goforth	<input type="checkbox"/> Beth Goins	<input checked="" type="checkbox"/> Aaron Gosper	<input type="checkbox"/> Kaleb Grey
<input checked="" type="checkbox"/> Joseph Hacker	<input checked="" type="checkbox"/> Kelly Hahn	<input checked="" type="checkbox"/> Andrew Hainley	<input type="checkbox"/> Charles Haley	<input checked="" type="checkbox"/> Laura Hall
<input type="checkbox"/> James Hamblin	<input checked="" type="checkbox"/> Charla Hamilton	<input checked="" type="checkbox"/> Kyle Hardesty	<input checked="" type="checkbox"/> Catherine Hayden	<input type="checkbox"/> Joshua Henry
<input checked="" type="checkbox"/> Jennifer Hill	<input checked="" type="checkbox"/> Dean Holt	<input type="checkbox"/> Kevin Horn- Pacheco	<input type="checkbox"/> Amanda Hornsby	<input checked="" type="checkbox"/> Jessica Howard
<input checked="" type="checkbox"/> Curtis Hudson	<input checked="" type="checkbox"/> Audrie Johnson	<input type="checkbox"/> Amy Jones	<input type="checkbox"/> Terry Keys	<input checked="" type="checkbox"/> Zachary King
<input type="checkbox"/>	<input checked="" type="checkbox"/> Brittany Lawrence	<input type="checkbox"/> Kristen Lawson	<input checked="" type="checkbox"/> Sheena Lee	<input type="checkbox"/> Harrison Levans
<input checked="" type="checkbox"/> Lisa Lockman	<input checked="" type="checkbox"/> Amy Lorenzo	<input type="checkbox"/> Fadyia Lowe - Leave	<input checked="" type="checkbox"/> Troy Martin	<input checked="" type="checkbox"/> Heather McAtee
<input checked="" type="checkbox"/> Courtney McCalla	<input checked="" type="checkbox"/> Karen McCann	<input checked="" type="checkbox"/> Pamela McFarland	<input checked="" type="checkbox"/> Amy McHone	<input checked="" type="checkbox"/> Glenn Means
<input checked="" type="checkbox"/> Blazan Mijatovic	<input type="checkbox"/> Tiffany Miller	<input type="checkbox"/> Te'Quisha Miller	<input checked="" type="checkbox"/> Michael Millett	<input type="checkbox"/> Stephanie Million
<input type="checkbox"/> Addison Zane Mills	<input type="checkbox"/> Allison Montero	<input checked="" type="checkbox"/> Krystle Moore	<input checked="" type="checkbox"/> Daniel Naas	<input type="checkbox"/> Pamela Noble
<input type="checkbox"/> Kailey Oliveros	<input type="checkbox"/>	<input checked="" type="checkbox"/> Cary Osborne	<input checked="" type="checkbox"/> Komal Pandya	<input checked="" type="checkbox"/> Scott Pappas
<input checked="" type="checkbox"/> Stephanie Peeples	<input type="checkbox"/> Aaron Peffer	<input checked="" type="checkbox"/> Monica Perez	<input type="checkbox"/> Kristen Pickett	<input checked="" type="checkbox"/> Tessa Pinkerton
<input checked="" type="checkbox"/> Brooke Poe	<input checked="" type="checkbox"/> Kayla Powell	<input checked="" type="checkbox"/> Cory Qualls	<input checked="" type="checkbox"/> Covetta Ramey	<input checked="" type="checkbox"/> Tiffany Randolph
<input type="checkbox"/> Gage Redimarker	<input checked="" type="checkbox"/> Lucas Redmond	<input type="checkbox"/> Stephen Reed	<input checked="" type="checkbox"/> Farhad Rezaei	<input checked="" type="checkbox"/> Ben Rice
<input checked="" type="checkbox"/> Ritchelle Ruiz	<input checked="" type="checkbox"/> Stefan Schagane	<input checked="" type="checkbox"/> Sydney Shields	<input checked="" type="checkbox"/> Carol Simpson	<input checked="" type="checkbox"/> Scott Sorrell

<input checked="" type="checkbox"/> Tymory Stanton	<input checked="" type="checkbox"/> Hardin Stevens	<input checked="" type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner	<input checked="" type="checkbox"/> Mindy Thompson
<input checked="" type="checkbox"/> Erin Tigges	<input checked="" type="checkbox"/> Madeline Trudeau	<input checked="" type="checkbox"/> LaTanya Walker	<input checked="" type="checkbox"/> Allison Walters	<input checked="" type="checkbox"/> Keisha Wells
<input type="checkbox"/> Hailey White	<input type="checkbox"/> Johnna Wilford	<input checked="" type="checkbox"/> Alice Williams	<input checked="" type="checkbox"/> Stephen Williams	<input checked="" type="checkbox"/> Kendria Willis
<input checked="" type="checkbox"/> Elijah Wilson	<input type="checkbox"/> Laurel Wood	<input checked="" type="checkbox"/> Sandy Wooton Gay	<input checked="" type="checkbox"/> Misty Wright	<input checked="" type="checkbox"/> Markeda Yarbrough
Stephanie Zapata-unexcused				
<b>Ex Officios, Visitors and Standing Guests</b>				
<input type="checkbox"/> President Eli Capilouto	<input checked="" type="checkbox"/> EVPFA Eric Monday	<input checked="" type="checkbox"/> Trustee Dave Melanson	<input type="checkbox"/> Provost Robert DiPaola	<input type="checkbox"/> Melissa Frederick, UK HR
<input checked="" type="checkbox"/> Catie Lasley, UKHR	<input type="checkbox"/> SGA President:	<input type="checkbox"/> Faculty Senate Chair:	<input type="checkbox"/> Azetta Beatty – WorkLife/Employee Benefits	<input checked="" type="checkbox"/> Brenda Heeter – President's Office
<input checked="" type="checkbox"/> Jody Ensman – HR Manager/ WellBeing	<input type="checkbox"/> Jonathan Ashurst – ITS Network & Infrastructure	<input checked="" type="checkbox"/> Katie Hardwick – President's Office	<input type="checkbox"/> Emily Currtsinger - UKHR	<input checked="" type="checkbox"/> Penny Cox - Treasurer
<input type="checkbox"/> Tammy Akin – Health & Wellness Operations Manager	<input type="checkbox"/> Melissa Frederick – Chief Human Resources Officer	<input checked="" type="checkbox"/> Hannah Farmer – UKHC Benefits Consultant	<input type="checkbox"/> Jay Blanton – Chief Communications Officer	<input checked="" type="checkbox"/> Donna Henry – Employee Benefits
<input checked="" type="checkbox"/> Angela Croucher	<input checked="" type="checkbox"/> Patricia Murray – Education Abroad	<input checked="" type="checkbox"/> Tina Shanks	<input checked="" type="checkbox"/> Elizabeth Johnson	<input type="checkbox"/>

**Agenda Topics Covered**

Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve Minutes	C. Chafin
2	President's Report	Dr. Eric Monday, EVPFA, Co-EVPHA
4	Guest Speakers	Catie Lasley, Emily Curtsinger
5	Officer Reports	M. Marefat, G. Haynes, C, Harper, and C. Larmour
6	Committee Reports	Committee Chairs
7	Items from the Floor	
8	Adjournment	C. Chafin

**Action Items**

Item	Assigned to	Due Date

**Notes**

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Topic	Discussion
1. Call to Order/Approve Minutes	<ul style="list-style-type: none"> <li>• The meeting was called to order at 1:023pm. The minutes from the September meeting were approved by a motion and a vote from the body.</li> </ul>
2. President's Report	<ul style="list-style-type: none"> <li>• The upcoming Board of Trustees retreat will focus on a critical topic: advancing the health of Kentucky through a holistic approach that goes beyond traditional healthcare. Key themes include:               <ul style="list-style-type: none"> <li>○ <b>Broadening Healthcare Engagement:</b> The discussion will aim to expand UK's engagement in Kentucky's health beyond the healthcare sector, examining how various aspects of the university can contribute to a healthier state. This aligns with the land-grant mission, which emphasizes UK's responsibility to serve the community.</li> <li>○ <b>Strategic Health Initiatives:</b> The Board will consider a resolution to support strategies that could include accelerating the construction of a Healthy Kentucky research facility and expanding the health workforce through growth in health disciplines across the entire campus. This reflects UK's comprehensive approach, engaging all colleges, not just the seven health-related ones, to address the state's healthcare challenges.</li> <li>○ <b>Historical Context of Board Initiatives:</b> In past retreats, the Board has addressed transformative initiatives, like the adoption of the strategic plan centered on "UK Purpose," the goal of advancing Kentucky's economy, and the major expansion of the research enterprise. Last year's retreat, for instance, focused on Project Accelerate, aimed at advancing Kentucky more swiftly.</li> <li>○ This retreat will build on these past accomplishments, potentially setting a new trajectory to position UK as a leader in tackling Kentucky's health challenges.</li> </ul> </li> <li>• The search process for the new Vice President for Land Grant Engagement and Dean of the Martin Gatton College of Agriculture, Food and Environment has advanced, and finalists will be visiting campus the week of October 20th. Key points of the process include:               <ul style="list-style-type: none"> <li>○ <b>Candidate Interviews and Feedback:</b> Each finalist will participate in a multi-day interview cycle, including open forums and meetings with various groups across campus. The candidates' vitae and details will be made available online a few days before their arrival, allowing for transparency and engagement from the campus community.</li> <li>○ <b>Joint Decision-Making:</b> The President and Provost will jointly make the final decision, as the position reports to both of them, much like the current structure with Dr. ***. Their goal is to have the new Vice President and Dean in place by January.</li> <li>○ <b>Virtual Access for Statewide Engagement:</b> To ensure that extension personnel across the state can participate, open forums will be recorded and made available securely to university employees. This setup allows broad input from statewide stakeholders, aligning with the land-grant mission to serve Kentucky.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ This process promotes inclusivity, allowing voices from both the university and the broader community to contribute to the selection of this critical leadership role.</li> <li>• It's great to hear the enthusiasm for Dr. Messaoudi's appointment as Acting Vice President for Research! Her proactive engagement across campus shows her commitment to supporting the research enterprise's growth and fostering connections within the university community. This is an exciting step forward for UK's research initiatives.</li> </ul>
<p>3. Trustee Report</p>	<ul style="list-style-type: none"> <li>• The September Board of Trustees meeting on September 12th and 13th was eventful, with notable discussions and updates, especially around student success metrics and campus improvements. Here's a summary:</li> <li>• <b>Retention and Graduation Rates:</b> Updates highlighted growth in retention and graduation rates, achieving the highest figures in UK's history. This is a remarkable achievement, especially as enrollment is declining at many institutions across the country. Both the President and Dr. Monday shared these successes with the campus, expressing gratitude for the collective work of faculty and staff in reaching these milestones.</li> <li>• <b>Incoming Class:</b> The incoming class looks exceptional, adding to the pride around UK's ability to continue growing and attracting students in a challenging higher education landscape.</li> <li>• <b>Historic Memorial Coliseum:</b> Memorial Coliseum, now called "Historic Memorial Coliseum," is partially completed and currently hosting volleyball games and practices. While the interior is functional, construction is ongoing, with the exterior set for completion by spring, possibly around February. The renovation honors the building's historical significance as a memorial to Kentucky's war heroes. A new digital board allows visitors to search the names of Kentuckians who lost their lives in war, offering a meaningful tribute.</li> <li>• <b>Upcoming Sports Events and Enhancements:</b> With volleyball in season, basketball approaching, and other events like the Blue-White game and gymnastics around the corner, Memorial Coliseum offers an updated venue for both athletics and community gatherings.</li> <li>• Overall, the Board meeting provided a welcome focus on positive achievements and campus improvements, with an emphasis on honoring history and building toward the future.</li> </ul>
<p>4. Guest Speakers: Catie Lasley &amp; Emily Curtsinger</p>	<ul style="list-style-type: none"> <li>• <b>Update on the FLSA (Fair Labor Standards Act) Process:</b> This detailed overview of the Fair Labor Standards Act (FLSA) changes offers valuable insights, especially as they affect university employees. Here are some of the key takeaways and action points:</li> <li>• <b>FLSA Overview:</b> The FLSA, a federal law, sets standards for minimum wage, overtime, record-keeping, and child labor regulations. Employees not meeting the exempt criteria (based on duties and salary) must receive overtime pay for hours exceeding 40 per week.</li> <li>• <b>Recent and Future Changes:</b> In July 2024, the salary threshold for exempt status rose to \$43,888. A further change is anticipated in January, with additional updates planned every three years starting in July 2027. These updates aim to ensure that exempt status aligns with compensation levels.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Historical Context and Legal Compliance:</b> Changes were proposed back in 2016 but were halted by an injunction. With ongoing legal cases potentially impacting the January changes, the university is proceeding with caution to provide accurate information and ensure compliance.</li> <li>• <b>Exemption Status and University Positions:</b> Many positions may shift to non-exempt due to the new threshold. This transition doesn't impact the responsibility level, value, or professional standing of a role. Instead, it's a legal requirement based on duties and salary. Non-exempt employees will now need to track work hours for overtime, which could bring additional pay opportunities.</li> <li>• <b>Support and Resources:</b> The university will provide resources like a dedicated website, FAQs, and HR support to assist managers and employees. Communication will happen through supervisors to ensure accuracy, with changes communicated before the end of next month.</li> <li>• <b>Questions from Managers and Employees:</b> Topics like dissemination of information, definition of healthcare providers, and how exemption status changes affect job titles and classifications were addressed. HR will provide specific resources to help managers communicate changes effectively to their teams.</li> <li>• This approach emphasizes transparency, accuracy, and support to ease the transition, helping everyone navigate FLSA changes confidently. If further clarification is needed on any specific job roles or compliance issues, HR remains a key resource.</li> <li>• Important clarification on payroll and vacation leave, especially in light of the upcoming FLSA changes:             <ul style="list-style-type: none"> <li>○ <b>Payroll Structures:</b> Currently, exempt employees (not eligible for overtime) follow a monthly payroll schedule, while non-exempt employees (eligible for overtime) are on a bi-weekly schedule. The HR team is thoughtfully reviewing these payroll structures as they prepare for potential position reclassifications.</li> <li>○ <b>Vacation Leave Misconception:</b> There's a common misconception that exempt and non-exempt status affects vacation accrual rates. However, vacation accrual is actually determined by the <b>EEO category</b> of a position, not by exemption status. While there's often overlap, switching from exempt to non-exempt doesn't necessarily mean a decrease in vacation accrual rates.</li> <li>○ <b>Careful Monitoring:</b> HR will be closely watching any transition from exempt to non-exempt status to identify any changes in EEO category that might affect benefits, including vacation accrual. Recommendations on this will be shared with senior leadership.</li> <li>○ <b>Communication Assistance:</b> If you hear colleagues concerned that transitioning to non-exempt status will lower their vacation accrual rate, please help clarify that this isn't necessarily the case.</li> </ul> </li> <li>• This clear communication is essential to ensure employees feel supported and informed about their benefits amidst these updates.</li> </ul>
5. Officer Reports	<ul style="list-style-type: none"> <li>• Chair Chafin: I have reconnected with Dr. Monday and hope to shortly with Catie Lasley. I will also be attending committee meetings to offer support. The "Conversations with the President" initiative is a wonderful way for staff</li> </ul>

	<p>to engage directly with Dr. Capilouto, and it's helpful that the Qualtrics link will make sign-ups easy for those interested.</p> <ul style="list-style-type: none"> <li>• As for the newsletter, I hope this will go out this month. Feel free to reach out for brainstorming content ideas or organizing submissions. It's a fantastic opportunity to highlight events and spotlight deserving staff members across campus.</li> <li>• Vice Chair Marefat: no report</li> <li>• Secretary Haynes: no report</li> <li>• Treasurer Harper: There's been no update to the expenses just yet, as far as in the system. But we do have some purchases of some UK Remembers yard signs for an event. You know the UK Remembers event coming up. What we, as the Staff Senate are spending, and so we still have our budget of \$12,948.83.</li> <li>• Parliamentarian Larmour:             <ul style="list-style-type: none"> <li>○ <b>Camera Requirement for Virtual Meetings:</b> Under State law, cameras must be on during video conference meetings whenever business is discussed. If a vote is held (e.g., approving minutes), cameras should be on. For those in patient care or other restrictive areas, please discuss possible accommodations with your supervisor. Staff Senate officers are available to assist if further facilitation is needed.</li> <li>○ <b>Transparency and Open Records Compliance:</b> To align with transparency requirements, committee agendas, meeting minutes, and other documents will be posted on the Staff Senate website. This process is underway, and there will be reasonable timelines for posting to ensure no undue burden on members.</li> <li>○ <b>Standing Committee SOP Vote:</b> An ad hoc committee has proposed a change to the Standing Committee SOPs, which will be voted on as part of the meeting's closing items. Please stay on until the end of the meeting to help maintain quorum for this vote.</li> <li>○ Thank you for your attention to these important compliance and procedural details.</li> </ul> </li> </ul>
<p>6. Committee Reports</p>	<ul style="list-style-type: none"> <li>• The items to be pulled from the Consent Agenda: Bylaws, Community Outreach, Employee Engagement &amp; Professional Development, University Budget &amp; Finance. The Consent Agenda passed by approval of all Senators:</li> <li>• Bylaws:             <ul style="list-style-type: none"> <li>○ Here's an update on the AR (Administrative Regulation) development process following guidance from Dr. Monday and President Capilouto:</li> <li>○ <b>Current Stage and Process</b> <ul style="list-style-type: none"> <li>▪ <b>Information Gathering:</b> We're in the initial phase, gathering information and benchmarking, focusing on what we're already doing and exploring potential improvements. This stage includes evaluating foundational elements like composition, membership, voting procedures, and committee structures.</li> </ul> </li> </ul> </li> </ul>



- **Guiding Topics:** We have a list of six initial topics to cover in the AR:
    - Composition
    - Responsibilities
    - Meetings
    - Voting
    - Committees
    - Amending the AR
  - The goal is to maintain a balance between broad guidelines in the AR and specific details in the bylaws, allowing flexibility for operational updates.
  - **Committee Involvement:** Committee members have volunteered to lead information gathering on each of the six areas. Weekly optional work sessions are scheduled to track progress and compile initial recommendations, aiming to complete a baseline draft by the end of the year.
  - **Feedback and Review Loop:** Once the Bylaws Committee has initial recommendations, these will go through a multi-step review process:
    - Review by the Executive Committee (EC) and the broader Senate body.
    - Feedback sessions will allow members to provide input on specific areas (e.g., meetings, composition).
    - Review by university leadership (Eric and Eli) for alignment with shared governance standards, followed by final feedback to the Senate.
  - **AR Timeline:** The projected timeline for this process is to have recommendations ready by April.
  - **Transparency and Input:** Members are encouraged to provide input at any stage. The Bylaws Committee will remain open about its progress and decision-making process, sharing updates frequently.
- **Other Points of Interest**
    - **Comparison to Faculty Senate:** Although the Faculty Senate’s AR has been completed, it’s a separate process. Staff Senate’s AR will be uniquely tailored for staff and developed independently.
    - **Continued Meetings with Leadership:** The committee will meet with Dr. Monday on the 21st for additional guidance.
  - **Involvement and Communication**
    - Staff Senate members are encouraged to reach out if they have questions, concerns, or suggestions. Committee updates will be shared regularly, and members can contact specific senators involved in university-level AR re-envisioning for details on that process.

	<ul style="list-style-type: none"> <li>○ This is a significant opportunity to reimagine our body's structure and ensure it supports access, efficiency, and representation in a modern, hybrid work environment.</li> <li>• Employee Engagement &amp; Professional Development:             <ul style="list-style-type: none"> <li>○ The upcoming Lunch and Learn session on library resources sounds like a great opportunity for staff to learn about available resources. I'll make a note to keep an eye out for the email and to think of potential speakers who could contribute in future sessions. If there's anything specific you'd like feedback on for future topics, feel free to let me know!</li> </ul> </li> <li>• Community Outreach:             <ul style="list-style-type: none"> <li>○ As mentioned in the chat, it sounds like an exciting and eventful week for Homecoming, and it's great to hear there are so many ways for staff and families to join in! Thanks also for the update on the volunteer events. It's wonderful that the Martin Gatton College of Agriculture, Food and Environment staff are hosting an appreciation event—getting out there with T-shirts and staff Senate info is such a nice way to engage with colleagues and potential new members.</li> <li>○ The Alzheimer's Association Walk on October 20th sounds like a meaningful volunteer opportunity, too. I'll help spread the word, and I'll let you know if I hear of any ideas for the Community Outreach Committee!</li> </ul> </li> <li>• University Budget Finance Committee.             <ul style="list-style-type: none"> <li>○ One of our objectives this year was to have a productive conversation with Dr. Monday about how Staff can be involved in the Budget decision-making process. I wanted to give you an update on what we saw with him and his team last week. Dr. Monday is not going to be at the November meeting. But other members of his team are: Penny Cox (University Treasurer), Gina Dugas and Angie Martin. They are going to meet with our committee and go over the budget decision-making process with us and give the timelines of when the decisions are made and what the strategy used in making those decisions. The idea is to be more of an educational piece this year. Next year, the staff will have input on budgetary decisions, university wide when the budgetary decision is impacting staff. All the committee meetings are open to everyone, so if you want to attend our November meeting, please reach out to me or Lucas Redman, we'll forward you the invite. The December meeting we will be going over the fiscal year '26 preliminary budget with us.</li> </ul> </li> </ul>
<p>7. Items from the Floor</p>	<ul style="list-style-type: none"> <li>• We created an ad hoc committee for a revision of the SOPs relating to the current 4 ad hoc committees:             <ul style="list-style-type: none"> <li>○ Ad-Hoc Higher Education Administration Regulation</li> <li>○ Ad-Hoc Shared Governance Collaboration</li> <li>○ Ad-Hoc University Infrastructure</li> <li>○ Ad-Hoc Budget &amp; Finance</li> </ul>             looking at changing those to standing committees. It does have some rationale on this document as well, so that our current 4 ad hoc committees. We realize that there is one small part of our bylaws that we are in           </li> </ul>



noncompliance by having these ad hoc committees and that is that Bylaw 1.4 point 1.4.2 requires all Senators be a member of at least one standing committee. and one of the things that this has also brought up is the fact that the ad hoc committees by design are not explicitly members of the Executive Committee, nor do their chairs have voting privileges in the Executive Committee. There was a call for an ad hoc committee to look into this. There were 6 of us on the ad hoc: Lucas Redmond was elected the Chair I was elected the Secretary. We also had Senator Carroll. Staff Senate Secretary Haynes, Senator Charla Hamilton, and Senator Sumner and we were looking at whether there needed further language to add these committees, or if they would just be added to the list. If you do go to the bylaws right now, some of the committees do have a SOP listed in the bylaws, but not all of them. and that's never been a requirement. The committee did come to the decision of just looking to make this change with adding these to the list of committees would resolve the noncompliance with our bylaws regarding senators being at least one standing committee and give the Chairs of those committees voting rights on the EC. Our standard operating procedures are intended to be a more flexible part of our body. It's why they have a lower bar. It only requires a majority of the people in attendance at a meeting to amend them. Making this change doesn't mean that this is a permanent or these have to be forever, but this resolves those issues in the easiest way.

- Parliamentarian Larmour makes a motion to the body to amend the SOPs as listed to include these 4 committees in the list of committees and the bylaws and it will exclude the word ad hoc in their listing in the bylaws. The second was made by Senator Sumner. Discussion: When will this go into effect? *Immediately.* The amendment carries with a vote of 83 in favor, 1 not in favor and 3 abstentions.

8. Adjournment

Treasurer motioned to adjourn with a second by Senator Hainley. The meeting was adjourned at 3:04 pm.