



## **STAFF SENATE**

*University of Nebraska-Lincoln*

### **MEETING AGENDA**

Thursday, Nov. 14, 2024 | 2:30 to 4:00 p.m.  
Swanson Auditorium | Nebraska Union

#### **Join Zoom Meeting**

<https://unl.zoom.us/j/92510354163>

**Meeting ID: 925 1035 4163**

Meeting Called to Order: 2:32 PM by President Jordan Gonzalez.

Land Acknowledgment read.

New Staff Senators: Shoutout Dave Long, Global Safety and Security Director, and AJ Holmes, Senior Assistant Director for Next Chapter Programs both from District 5.

Vice Chancellor Mike Zeleny -Happy Belated Birthday

Consent Agenda – Sent out 11/11

- a. Approve the Meeting Minutes from Sept. 12, 2024, by unanimous consent.
- b. Approve Committee Reports
  - i. Diversity, Equity, & Inclusion
  - ii. Elections
  - iii. Liaison
  - iv. Personnel Affairs
  - v. Recognition

Officer Reports

**President, Jordan Gonzales**

Presidential Awards for Excellence- awarded by Recognition committee. Recipients receive framed certificate and recognition at meeting  
Carrie Jackson and Hillary Butler presented awards to our first recipients:

Office of Admissions- recognized for recruitment efforts and increased enrollment. Director of Admissions Clearthur Mangram and team present to accept award

Office of Graduate Admissions-recognized for diligent recruiting efforts and a 1.7% increase in student enrollment. Alisha Hanshaw-Assistant Dean of Graduate enrollment and team present to accept award.

Congratulations for going above and beyond and demonstrating their commitment to

Any staff member or unit is eligible to receive this award. Self-nomination or nomination for others. Praise goes out to Carrie Jackson and Hilary Butler, and the Recognition committee for putting this award together.

### Task Force on Workplace Culture and Engagement

Updated name based on ongoing meetings and work being done. Top goal is to improve workplace culture and engagement. Exec committee agreed this would be time benefit and conclude on June 30<sup>th</sup> 2026. Multi-year effort.

9 Broad objectives, that are included in meeting packet for review. Exec team reaching out to committees and chairs to see how we can make these things work. This holds us accountable for completing the work.

Think about how others who aren't on staff senate could be included in this effort. More people providing insight allows for a chance to make this become a bigger/better project.

### Update on FLSA changes

Update impacting staff during the summer months. Then forthcoming rule to go into effect January 1, 2025. President Gonzales has heard some thoughts and concerns. With new salary threshold, if staff are making below certain salaried amount they will have to start tracking their hours. This doesn't change their role, or their job description but are required to track their time. View this as a Disruptive pay period if going from salaried to biweekly pay schedule. People are perceiving this as a demotion.

In conversations with Chancellor Bennett and Mike Zeleny we know this is furthest from the case. Staff are the cornerstone for the University. Want staff to feel heard, safe and valued. Monitoring the issue closely.

There is lot of pending litigation on this issue. Based on election last week, possible injunction on this change, which could stall or end this change.

Mike Zeleny: This is a federal law from the U.S. Department of Labor. In 2016, there was similar legislation proposed, planned for by higher ed and then last minute it was pulled. Planning for implementation. There are real consequences for employees. Some employees who are paid hourly/monthly are exempt from overtime. Intent behind bill is to be worker friendly. Employees become automatically eligible to receive overtime under this. The tension is caused by the delay in the payment when the switch from monthly to biweekly happens.

There are 2 months a year where there are 3 pay periods. For employees who will be converted they will have to manually track their hours but will help with when conversion happens. Supervisors could work with employees to offer overtime to offset the challenges that come in April. If this goes forward in January, there will be some town halls and listening sessions.

Alisa Kushner, District 6: Why don't we pay up to the salary increase so everyone makes that amount?

Mike Zeleny: There are a lot of employees who make under the salary increase. The University doesn't have the budgetary resources to do this.

Jaime Mastera, District 3: Why are academic advisors not included in this?

Mike Zeleny: Exemptions to keep in mind, teaching components are exempt from this. Coaches and Academic Advisors are also exempt.

Jill Flagel, District 2, via zoom: Salary is below that threshold, but she is also  $\frac{3}{4}$  time. If she were a full-time employee her salary would be over that threshold. Is that taken into consideration?

Mike Zeleny: They (federal government) didn't take that into consideration.

Senator Eileen Bergt, District 1: How many people does this affect?

Mike Zeleny: His office is still figuring this out, Maybe between 850-900 employees, but with coaches/teachers being exempt 700-750 may be more like it. Wide variety of people who this includes.

Jordan Gonzales: Thanks to Mike Zeleny for his contributions to the discussion. Recognized that Mike Zeleny team is open to questions or feedback. Perception is this change will not happen.

## **Vice President for Internal Affairs, Jessie Brophy**

### Staff equity in representation initiative

In July orientation, Jessie discussed report and the unequal distribution with office service employees. Only 5% of Office/Service employees but about 37% of the staff are OS employees. Now trying to increase Office/Service employees in Staff Senate.

Thanks to those from UNOPA who are present at the meeting. Identified several initiatives they will take that have to do with our current senators. Those who have terms expire in 2025 who are not planning to re-run for their elections. If your term expires, elections will start in the next month or so to reach out to Office/Service position who might add value to them or this group for them to be a part of. Would be a great way for them to work on their own professional development plan. Encouraged to talk to their own leadership about why it's important for Office/Service to be involved in this.

Jenn Rutt, District 7: We have had people who have run from Office/Service positions. But their names are not as well-known as director positions. How do we level the playing field or who don't interact with as many people in our district?

Vice President Brophy: We need to try to champion those people during elections. Other campuses don't have districts but have breakdowns by Office/Service, MP instead of by district. Talk to the voters about who you are supporting to see if we can get some of those people elected.

Eileen Bergt, District 1: Why was this time set for meetings? The people she works with all leave at 2:30-3:30. For her to recruit someone in maintenance its harder for them to come to meetings like this.

Vice President Brophy: Maybe we need to reconsider the time of meeting if this isn't working for all staff. Maybe we flex the meetings times, move an hour above

Jenn Rutt, District 7: Originally set the meeting time at this time due to those who work second shift

Comment from Zoom: The website was helpful when voting and could help people get votes from there.

#### Mental Health and Wellbeing Initiative:

Met last month, Ad Hoc committee. Hoped that EK Franks would be at that meeting but was unable to attend. Members of Staff Senate and others, working to advocate for staff mental health and wellbeing. We talked about a survey in July and if we would have access to that. Communication from leadership is that we don't have the ability to do another survey. But will do some implementation of initiatives. Report coming out soon, hopefully next time we will be able to engage with leadership and a more formal report coming soon.

**Vice President for External Affairs Harner**, No Report

**Secretary, Morgan Green McConnell**

#### Update on District Leads

Pausing on this for now due to limited engagement and will revise what that will look like. Bring something back in the future.

**Executive Advisor, Sara Haake**, No Report

vi. No report

**Coordinator & Executive Secretary, Joann Ross**, No Report

Presentation from Kevin Hanrahan on Robert's Rules of Order

Professor Hanrahan provided a presentation on the most useful rules and will provide access to his PowerPoint slides. Some of the key ideas that he discussed include:

The 3 main roles: Chair, Members, and Parliamentarian

Motions

Amendments

Types of votes: Unanimous consent, voice vote, division (count)

Clarification: the body does not need to approve the minutes, but they can correct them when necessary.

Spencer Hall, District 3: When it comes to voting and looking at quorum, if quorum is 60 people, but 30 abstain, what happens?

Kevin Hanrahan: Quorum is about people in space not about how people voted.

## Committee Reports

### **Bylaws**

#### Amendments to X.3.5.

Currently vacancies are filled by going back to most recent election to see which candidate had the next highest votes. Sometimes, there were no additional candidates. This amendment would allow the president to appoint a person to fill a vacancy if there are no alternative candidates.

There was no debate on the motion. Voting was by raised hands. The motion passed.

#### Amendments to X.1.3. and X.4.1.

This amendment would provide the opportunity for senators from UN Central Administration to vote.

There was lively debate surrounding the motion. Some comments were in favor, others were in opposition. Additional comments provided historical context.

Voting was by raised hands. The motion passed.

#### Amendments to X.5.10.

This amendment recognized that the Senate needed to maintain an accurate record of the bylaws, including when and how bylaws changed. Adoption of the amendment would give this responsibility to the Executive Secretary.

There was no debate on the motion. Voting was by raised hands. The motion passed.

## **Communications**

The committee has created three documents that provide guidance to senators so that a standardized message and procedures may be followed. These documents will be shared on Teams. Please review and share any concerns with Co-Chairs Derek O’Connell or Alisa by December 14. The three documents address:

Facilitating discussion with leadership

Promoting Staff Senate

Resources for facilitating conversations

Adjournment at 4:08 pm.

The next Staff Senate Assembly meeting is scheduled for Thursday, Jan. 9, 2025, at the Swanson Auditorium in the Nebraska Union [city campus].

Staff Senate Assembly speaker/topic schedule:

January. 9, 2025. Speaker: [Jessie Herrmann](#), Director of Government Relations. Topic: Media and civic engagement workshop.

March. 13, 2025. Speaker: [Abby Schletzbaum](#), Emergency Management Director. Topic: UNL’s emergency preparedness and management plan.

*The University of Nebraska is a public, land-grant institution with campuses and programs across the State that reside on the past, present, and future homelands of the Pawnee, Ponca, Oto-Missouria, Omaha, Dakota, Lakota, Arapaho, Cheyenne, and Kaw Peoples, as well as the relocated Ho Chunk (Winnebago), Iowa, Sac and Fox Peoples.*

*Please take a moment to consider the legacies of more than 150 years of displacement, violence, settlement, and survival that bring us together here today. At the University of Nebraska, we respect and seek out inclusion of differences, realizing we can learn from each other, and we look forward to building long-lasting relationships. What we do here today, may we do it with respect, humility, and gratitude.*