



<h2 style="margin: 0;">STAFF SENATE MINUTES</h2>
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**April 20, 2022 10:00 am Library Conference Room 622/Zoom**

<b>Attendees</b>	<p><b>Senators:</b> Greg Andrews, James Beinkemper, Mallory Benedetto, Benji Buffington, Mystee Burrell, Fernando Cordova, Therese Filhiol-Secretary, Andrew Hardee-Parliamentarian, Joanna Hunter, Robyn Jordan, Meagan Morris, Meghan Olinger-Vice President/President Elect, Melissa Rhodes-President, Nicole Walker, Jimmy Waller, Sara Webb, Hope Young</p> <p><b>Visitors:</b> Mark Arant, Deborah Beaver, Ethan Estis, Kelly Gentry, Jessica Griggs, Douglissa Harris, Christie Hemphill, Jennifer Huey, Michael Lee, Sabrina McClain, Dana Mejia, Ashley Taylor, Wesley Welch</p>	
<b>Excused/Absent</b>	Kristal Anzalone, Allison Thompson-Past President	
<b>Call to Order</b>	<p>April 2022 Staff Senate Meeting called to order by President Rhodes            Roll taken by Secretary Filhiol            Visitors were welcomed by President Rhodes</p>	
<b>Approval of Minutes</b>	<p>Motion was made by Senator Benedetto to approve the Minutes of the March 2022 meeting.            Seconded by Senator Hunter.</p>	
<b>Guest Speaker</b>	<p><b>Dr. Mark Arant, Provost &amp; VP Academic Affairs –</b>            Dr. Arant previously served at ULM from 1994-2008, and has since served in seven other institutions. He has been a peer reviewer for SACSCOC and the Higher Learning Commission. His vision for Academic Affairs is the same as the University’s vision. Dr. Arant leads by consensus and conversation, an approach which he finds worth the time and effort. He is currently seeking input from all ULM employees as stakeholders in academics.</p> <p><b>Observations:</b></p> <ul style="list-style-type: none"> <li>• The coming milestone of our 100-year anniversary is an opportunity to support and improve our region.</li> <li>• We represent the greatest stability and safety for our students, many of whom are first-generation college attendees. Many ULM students are spending their last dime to be here.</li> <li>• Dr. Arant believes in the concept of <i>in loco parentis</i> in student development. We have the opportunity to teach our students to become adults, socially and professionally.</li> <li>• ULM’s strategic plan is focused on student and community development. There is also a large component of staff development. Everything needs to be focused on lifting others up. We are educated to serve, no matter the discipline.</li> <li>• All of the strategic plan focuses on producing leaders who serve. Our students are meant to lead. Our employers expecting college graduates to be leaders.</li> </ul> <p><b>An overview of coming plans:</b></p> <ul style="list-style-type: none"> <li>• We have to look at our curriculum and our students activities in a completely different light. We must have the ability to capture the entire student experience. So, the Complete Learning Record is one of the initiatives that will drive change.</li> </ul>	

- There will be reorganization and restructuring, including no longer separating online learning from face-to-face learning. Advising will be revamped to reflect the Complete Learning Record rather than just building transcripts.
- Faculty & staff development is all one picture. Student development is all one picture. Improve recognition, establish a faculty & staff resource & development center. Develop a work philosophy where every position has the opportunity to advance.
- A proposed faculty lounge on campus will probably include staff. Investing in faculty/staff is an investment in students.
- Re-vamp the general education programs. This Fall, all programs and the college structures will be reviewed.
- Tradition is peer pressure from dead guys. We need to align ourselves in the way that makes us most successful. We'll build the plane as we fly it, creating an environment where people aren't afraid of mistakes but rather learn from them.

**Questions:**

- Q)** Will your experience as a SACS peer reviewer benefit ULM's accreditation process? **A)** SACS is all about doing what you say you're doing. SACS is actually on your side. At ULM, we need to review and update our published policies.
- Q)** Regarding the upcoming changes and transitions, how does ULM staff fit in? **A)** The Academic Affairs website will have a place for feedback on the strategic plan. ULM staff will be on every committee to bring the expanded view and fill in any missing pieces. The Provost welcomes emails and will use those emails as part of building and directing those committees. The silos need to fall, and information needs to flow throughout the organization. The Provost is working on a new business model for Academic Affairs where the burden will be shifting to programs to cover their costs beyond the cost of instruction.
- Q)** What resources do we have for improving the financial picture? **A)** Resources are there and it will be mostly up to the Provost and his analysis. Cutting a program is not a willy-nilly decision.
- Q)** How will the items to be included in the Complete Learning Record be chosen? **A)** Leaning toward industry-established credentials; the UL System is offering leadership credentials. Those can go on the Complete Learner Record. Employers do look for credentials over transcripts. The Complete Learner Record will reflect the learning outcomes, which will be more descriptive to the graduated student to give the employer a better picture of the student's preparedness to go to work.
- Q)** There are so many more students who qualify for Trio than the 140 students we are currently allowed to serve. Can the program be scaled up to serve them? **A)** Yes, that is being examined to either expand it or copy it. Student professional development concept. Transfer student office needs to open.

**Ethan Estis, President-Elect of SGA –**

Ethan would like the SGA to be more connected to the rest of campus and stay on top of the changes that are coming. He is committed to maintaining communication the Staff Senate and the Faculty Senate.

**Reports of Committees**

**Communications** – No report; President Rhodes offered praise for the Facebook page.

**Handbook** – On-going review for memo to VPBA by May 1.

**Constitution & Bylaws** – No report

**Elections** – Run-down of seats available in each division; Senators are urged to forward Meghan's emails about the election to constituents in order to help increase participation.

**Welfare** – Working with HR on staff development; "Nest-working" gathering off campus

**Finance** – in the planning stage for funding of Staff Senate initiatives

**Unfinished Business**

Upcoming Staff Senate elections; everyone is encouraged to vote and share emails about voting.

**New Business**

The May meeting will start at 9:30 with breakfast and social time. Newly elected Senators will be in attendance, and election of Secretary and President-elect will take place.

**Adjournment**

There being no other business, a motion to adjourn was made by Senator Young and seconded by Senator Andrews.

The next meeting will be May 18, 2022 at 9:30 am in the Library Conference Room 622.