



**Monthly Meeting – September 2<sup>nd</sup>, 2025 (10:00 AM) DSU 2081**

**View Full Meeting:** <https://www.youtube.com/watch?v=40xnJCS4llU>

**Call to Order:** 10:00 AM CST

**Roll Call:** 19 Senators in attendance; in person and via Zoom.

**Approval of the Agenda & Prior Monthly Meeting Minutes:** Both approved by unanimous consent.

**Christopher Ware Staff Star Awards**

Jimmie Martin, Student Support Services, Disabilities

Madona May, Department of Chemistry & Biochemistry

Michelle Schneller, Social Work

**Guest Speaker**

WKU President Timothy C. Caboni addressed questions and concerns submitted in advance by WKU staff. 58 questions were submitted and topics included morale, pay, bereavement leave, housing and wellness. Highlights included:

- President Caboni encouraged all staff to seek out opportunities for growth like Staff Senate, WKU Professional Development Day, WKU Staff Leadership Institute, and HR's Supervisor Training.
- There were many questions about Salary. Caboni recapped the commitment to salary increases since 2017 and how revenue is constrained by CPE, the State Budget, tuition, and internal cost escalators. He charged leaders to think about how areas are organized and how they could be reimaged. He also spoke about the total compensation WKU offers, time off, holidays, health insurance and retirement benefits, summer hours, etc. He encouraged staff to consider potential career ladders for their careers and to look for growth opportunities.
- Merit Raises: The President is in favor of merit raises. The BEC has said that the pool is not large enough to do merit raises. He hopes that the institution can get there yet.
- Wellness: We need to take care of one another mentally and physically. The Employee Assistance Program is a place to go to get initial mental health help. President Caboni will be creating a wellness advisory committee to examine and broaden our health and wellness initiatives to support the whole person. They will

be looking at the Ten Dimensions of Wellness that the College of Health and Human Services utilizes.

- Bereavement Leave: The policy is currently under review with potential changes.
- Housing: President Caboni shared that outsourcing services that we are not experts in allows for the university to focus on its core missions. The Student Life Foundation is a non-profit that was set up to support our students. They operate 16 residence halls and two apartment buildings. President Caboni recapped the recent decisions. WKU is working with the Student Life Foundation on how to navigate the future of housing on campus. They are working to reimagine the campus residential experience and implement them in the next 7-10 years. They are exploring a national public private partnership to re-evaluate and consider what a P3 relationship might look like.
- Please visit <https://www.youtube.com/watch?v=40xnJCS4IUU> to watch the full remarks.

#### **Officer, Committee, and Staff Regent Reports**

- **Staff Regent – Jennifer Hammonds:** No Report
- **Communications – Deanna Jenkins:** No Report
- **Treasurer – Andria Henry**

Treasurer's Report

September 2025

AS OF 9/2/2025, FY25:

E&G Index – 100600

- Starting Balance = \$2,560.43
- Additions = \$0.00
- Disbursements = \$0.00
- Ending Balance = \$2,560.43

WKUF Account (Staff Senate Excellence Fund) – 1108600

- Starting Balance = \$2,275.12
- Additions = \$0.00
- Disbursements = \$0.00
- Ending Balance = \$2,275.12

CHF Account (Book Scholarship) – 800139

- Starting Balance = \$1,969.84
- Additions = \$0.00
- Disbursements = \$0.00
- Ending Balance = \$1,969.84

- **Technology – Kent Johnson:** Senator Johnson thanked all the staff who applied for the Book Scholarship. The committee is working through the applications and should have 2 recipients announced soon.
- **Parliamentarian – Jon Adams:** No Report
- **Secretary – Morgan Moran:** No Report
- **Vice-Chair – Jordan Ray:** Senator Ray shared that the Campus Conversations Committee has invited Dr. Stacy Bibelhauser to the October 1<sup>st</sup> senate meeting. She will speak about the recent changes to tax law.
- **Chair – Leslie Vanderpool:** Chair Vanderpool shared that she attended her 1<sup>st</sup> BEC meeting. Chair Vincent asked Senator Hess to share notes from the meeting. He reported that there is an upcoming training for new members. The BEC is looking at forming a new committee to re-evaluate the RAMP model. They voted to add an Athletics representative to a non-voting seat on the BEC.

#### **Old Business:**

- Senator Henry reported that SGA will have a representative attend Staff Senate Meetings. Senator Henry will be attending the Faculty Senate meetings going forward.

#### **New Business:** None

#### **Public Comment:** None

#### **Announcements & Notable Events:**

- Staff Engagement Survey is open through September 17, 2025

#### **Adjournment:** 11:25am CST