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Staff Senate, February 12, 2019

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Staff Senate

February 12, 2018
Meeting Minutes

Note: The remarks of the senators and others are summarized and not verbatim. The recording of this meeting is available in the Staff Senate Secretary's office.

PRESENT: Sandra Baldrige-Adrian; Shaun Bannon; Dwayne Beam; Carolyn Bender; Jean Bennett; Lisa Bernadyn; Allison Crandell; Michael Cruise; Amanda Darden; John Dooley; Cecilia Finch; Lynn Fox; Mark Garrison; Marcus Holmes; Margaret Hurt; Judy Johns; Sharon McCants; Melanie McKeefery; Gregory Nance; Justin Poindexter; Wendy Singleton; Bryce Skipper; Michele Varga; David Yancey; Travis Youngblood

SUBSTITUTIONS: Scott Stiller for John Dooley; Jeremiah Hurst for Gregory Nance; Briana Marino for Travis Youngblood.

ABSENT: Bryce Skipper

ALSO IN ATTENDANCE: BJ Landrum; Lori Cox; Dr. Atiya Stokes-Brown; Dan Lawless; Steve Harrison.

APPROVAL OF MINUTES: Approval of the Dec. 11, 2018 minutes were moved by Dawn Hitchcock and seconded by Meg Hurt. **The minutes passed (27 in favor, 0 not in favor, 0 abstain).**

PRESIDENT, PROVOST, AND OTHER ADMINISTRATIVE REPORTS:

President DeCenzo:

- The state senate is working on a higher education bill that hopes to get more money for colleges and universities without tuition increases.

Provost Byington:

- Enrollment numbers for Spring 2018 and Spring 2019 are almost identical. Fall to Spring retention for both years is at 88.5%.
- For the upcoming budget, the CFO has been asked to find a way to cut \$1 million from the 10 funds and up to \$1.2 million in the non-10 funds. This is nothing to worry about, we are just trying to be good stewards with our money.
- The return on the Climate Surveys was \$14.7%. Some individuals were afraid to complete the surveys because they feared retaliation. This will not happen. Dr. DeCenzo and Dr. Stokes Brown both reiterated that there will never be retaliation for any answers on surveys.

Chief of Staff Overton:

- No remarks at this time.

TOPICS FOR DISCUSSION:

COMMITTEE REPORTS:

- Allison Crandell reported that the student pay ad hoc committee met with HR representatives about student pay. We now have two representatives on the Student Employment Development Committee, John Dooley and Rose Pleasant.
- Michele Varga reported that the Policy & Welfare committee met with BJ Landrum, Kim Sherfese, and Scott Stiller to get more information about how classification and compensation works. HR said that class comp is market driven. The last compression study was executed in 2012. The committee is looking at where to go from here. They also need to get more information from HR about compression for non-classified staff.
- Meg Hurt reported that the Membership committee was able to get clickers for Staff Senate to use when voting, thanks to Dr. French. They are also looking into dictation software for the senate secretary to use.
- Judy Johns reported that the Communications committee had not report at this time.
- David Yancey asked the senate if we want to move forward with implementing Take Your Child to Work Day. The national day is April 29 this year and everyone agreed that is too soon to pull it together for this year. Dawn Hitchcock make a motion that we create an ad hoc committee to establish Take Your Child to Work Day for 2020. Michele Varga seconded the motion. Lisa Bernadyn, Judy Johns, and Sharon McCants volunteered to be on this committee.
- David Yancey reported on a request to make an amendment of CCU Class Tuition Waiver to include part-time faculty and staff using first-day-of-class scheduling limitation. The state OHR policy states that at part-time employee must be working at least 30 hours per week. David asked senators to have suggestions about this for the March meeting. David will send out the current CCU Class Tuition Waiver policy as well as the number of part-time faculty and staff currently employed.
- David Yancey asked for a volunteer to represent Staff Senate on the Access, Inclusion, and Diversity Council. Sandy Baldrige-Adrian and Jean Bennett volunteered. They will discuss and let us know at the March meeting who will be on the council.
- David Yancey had a late submission for consideration. Faculty Senate asked Staff Senate to see if staff members would be interested in starting a Faculty/Staff Club. This will be an after-hours location where members can go and relax. Senators were asked to get with their constituents to see if they would be interested in starting this.

OLD BUSINESS: None

NEW BUSINESS:

1. Submitted: Lack of consistency of signage around campus building exteriors. 1. Original design was for black sign with a teal band in the center. Teal vinyl was the recommended medium for use because it holds color for at least 12 years. Some of the signs are not being wrapped in vinyl anymore but are being painted which fades quickly and gives an inconsistent look from one building to the next. 2. Placement of the signs seem inconsistent also. Flower beds are maintained around some, not around others. In a few areas, new signs have been placed but old

signs have not been removed. David Yancey will ask the submitter for specific examples as no one present could remember any inconsistencies in signage. We will discuss once again once specific examples are sited.

2. Submitted: Can you explain why certain departments are charged for facilities labor when the university already pays for salaries? If anything, we should be only charged for materials used or will be receiving (i.e. name tag, supplies from warehouse, etc.). Departments should not be charged an hourly rate for the workers. David explained that Facilities will pay for the upkeep of the buildings but if you want something changed in your office, your department will have to pay for it. Melanie McKeefery asked for a rate list. Wendy Singleton said she would work to get one posted.
3. Submitted: Could you possibly look into why we are all of a sudden getting tickets for parking at Public Safety. There are no signs posted to say no parking. I want to know if they are also giving parking tickets to visitors who park there. I want to know why why 5 of the admissions staff parked there over the summer not tickets were handed out. If you research how many parking tickets have been giving to staff members, I am sure you would find the majority were given for parking in that lot. I feel they should have at least given a first warning, just giving a ticket without letting people know they are not to park there is completely unfair and simply leaves a bad taste in employees mouths. Amanda Darden reminded everyone that parking regulations are clearly stated and every employee agrees to abide by these regulations when getting a parking pass. No action taken.

ANNOUNCEMENTS:

- Jean Bennett reminded everyone to please donate to the Faculty/Staff Benevolence Fund if possible. Request are still coming in to them. So far, over \$30,000 has been requested and a little over \$15,000 has been paid out.

With no further business, the meeting adjourned at 10:08 a.m.