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Staff Senate, September 10, 2019

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Staff Senate

September 10, 2019
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; Allison Crandell; Michael Cruise; Amanda Darden; John Dooley; Cecilia Dockery; Mark Garrison; Sandra Hatcher; Marcus Holmes; Margaret Hurt; Sharon McCants; Melanie McKeefery; Wendy Singleton; Bryce Skipper; Michele Varga; David Yancey; Travis Youngblood; Bobbi Yurkin

SUBSTITUTIONS: Eric Rivenbark for Lynn Fox; Amberly Thompson for Dawn Hitchcock

ABSENT: Gregory Nance; Justin Poindexter

ALSO IN ATTENDANCE: Dr. David DeCenzo; Travis Overton; Dr. Dan Ennis; David Frost; Carlos Johnson; Kimberly Sherfese; Lori Cox; Russell Tyler; Dan Lawless

APPROVAL OF MINUTES: August minutes were not available due to hurricane.

SENATE PRESIDENT REMARKS:

- Enrollment looks to be down about 1 point.

PRESIDENT AND OTHER ADMINISTRATIVE REPORTS:

President DeCenzo:

- Thank you to everyone for dealing well with the university shutting down and reopening due to the hurricane.
- US News and World Report ranks CCU #2 in Best Value, we moved up 11 spots in Best Regional University in the South, and we are one of the higher ranked Undergraduate Teaching Institutions.

Interim Provost Ennis:

- A make-up day is likely to be added to the semester.

Presentation:

- Travis Overton appealed to the senate to help determine the best format for the General Staff Meeting. The survey about the meeting will be re-sent to allow everyone a chance to complete it.

- Lori Cox presented an overview of the EPMS system and the upcoming Benefits Open Enrollment occurring in October.

TOPICS FOR DISCUSSION:

COMMITTEE REPORTS:

- Student Pay Ad Hoc Committee – no report
- Take Your Child to Work Committee – no report
- Policy and Welfare Committee
 - Dr. DeCenzo addressed the salary study at the General Staff Meeting, but implementation depends on final enrollment numbers which we don't currently have.
 - The committee has been in touch with other universities to see if they allow employees to also be full-time students. That information is being compiled as it is received and it will be shared at a later meeting.
- Membership Committee
 - Committee will be meeting in the next 30 days to work on adding a Senator from the Diversity, Equity, and Inclusion area.
 - Elections for the Senator who were elected to a two-year term will be held in March 2020. New senators elected will be for a three-year term.
- Communication Committee – no report

There have been changes to the PeopleAdmin hiring system. Since we no longer have an EVP position, a President's Cabinet has been created and hiring requests that would have previously been routed to the EVP for approval are now routed to the President's Cabinet and the appropriate VP then approves or returns the request.

OLD BUSINESS:

none

NEW BUSINESS:

- This comment is regarding the planned discussion for August regarding the Employee Tuition Dependent Waiver. My family relies heavily on this benefit; as a single-income family, the benefit has enabled my spouse to attend CCU. Without it, financial aid would not be enough. Whatever action needs to be taken, I ask that the senate and HREO consider the morale and economical impact of whatever happens. I understand there may be some tax concerns with the benefit as-is, however, as long as individuals using it are counseled on how to correctly file, that should release CCU of liability. **No action taken.**
- There has been an ongoing problem with the disbursement of funds to employee's HSA. 1)The funds are not being disbursed in a timely manner. 2) According to ASI flex; the funds being transferred often contain errors and does not contain the batch report file. The errors have been ongoing since the first payday in January. The current month is September. The

suggestion: transfer the HSA funds the same day that are regular payroll. **HR will reach out to the Provider to who the money is sent. No action taken.**

ANNOUNCEMENTS:

- Faculty Staff Tailgate will be Saturday, September 14th at noon.

With no further business, the meeting adjourned at 10:10 am