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Staff Senate, November 12, 2019

Coastal Carolina University

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Staff Senate

November 12, 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; Allison Crandell; John Dooley; Cecilia Dockery; Lynn Fox; Mark Garrison; Marcus Holmes; Margaret Hurt; Sharon McCants; Melanie McKeefery; Gregory Nance; Justin Poindexter; Wendy Singleton; Bryce Skipper; Michele Varga; David Yancey; Bobbi Yurkin

SUBSTITUTIONS: George Warriner for Jean Bennett; Chris Donevant-Haines for Michael Cruise; Jessica Handy for Amanda Darden; Pam Warren for Sandra Hatcher; Nikki Kocot for Dawn Hitchcock; Carissa Medeiros for Travis Youngblood

ABSENT: Ebony McCray

ALSO IN ATTENDANCE: Dr. David DeCenzo; Travis Overton; Dr. Dan Ennis; Lori Cox; Dan Lawless; BJ Landrum; Atiya Stokes-Brown; Amanda Craddock; Kim Sherfese; Eileen Soisson; Eric Rivenbark

APPROVAL OF MINUTES: Approval of the October minutes were moved by Michele Varga, and seconded by Mark Garrison. **The minutes passed (27 in favor, 0 not in favor, 0 abstain).**

SENATE PRESIDENT REMARKS:

- 20/FA Freshmen applications are up 2.6% (172) over same time last year
- 20/FA Freshmen acceptances are up 44.5% (873) over same time last year
- 20/FA Freshmen pending applications are down 14.9% (-702) over same time last year
- 20/FA Freshmen deposits are up 4% (3) over same time last year
- 20/FA Transfer applications are down 5% (-8) over same time last year
- 20/FA Transfer acceptances are up 16.2% (6) over same time last year
- 20/FA Transfer pending applications are down 11.5% (-14) over same time last year
- 20/FA Transfer deposits are up 12.5% (1) over same time last year

Amanda Darden reminded everyone that this is still very early to be looking at Fall 20 numbers. We will have a better idea in April and May 2020 of what we can anticipate for the Fall 20 semester. Dr. Ennis also commented that these numbers are very deceiving, example – according to the information above, transfer deposits are up 12.5%, but that is only 1 person having made their deposit. We should not put a lot of weight on these numbers yet.

PRESIDENT AND OTHER ADMINISTRATIVE REPORTS:

President DeCenzo:

- “I gave kind of a State of the University address at Faculty Senate, and I will jump into what was the most relevant behind it. The first couple of pages was response to why I had classes redirected last Thursday, so I’m not going to go back through that. Last Thursday is over, thankfully. Anyway, let me just kind of go through this. Our campus community will have to respond to dramatic nation-wide changes in the higher education landscape. Such trends are expected to continue through the mid to late 2020s. We should anticipate a real impact on our enrollment during this time. Let me dispel a rumor on campus that we are in financial dire straits and the sky is falling. Why else are we making budget cuts? Let me reassure you we are still financially very strong. Yes, we missed our enrollment numbers this year from which the budget was built, so it is prudent that we tighten our belts. However, we see promising registration numbers for the spring semester which, if they hold, I will go to the Board of Trustees in December for compression relief monies starting in the spring. But seeing enrollment flat last year and down slightly this year, the Board of Trustees and I have had several discussions on the state of higher education and the environment we face. Quite candidly, all earlier indications were that certain aspects such as declining high school graduation rates in locations we have typically recruited, and changes in higher education policy by states that are part of our Academic Common Market were not going to impact our campus until the mid 2020s. Sadly, that is no longer the case as the time table for such occurrences has escalated. For example, the state of Georgia notified us this summer that it was discontinuing its Academic Common Market relationship with much of South Carolina. Thus, newly enrolled Georgia residents will be treated as any out of state student for tuition purposes. This has had an immediate impact on our Resort Tourism program. We expect other changes to the Academic Common Market, most notably to one of our premier programs as well as patterns of out-of-state enrollment in the coming months. We need to begin addressing how we would handle the situation now and not wait for it to totally blindside us. Let me also speak about the President Search process. As you know that has begun and I am happy to report the Board agreed with my recommendation to add two additional faculty to the committee. The on-site meetings with the search firm were very productive. Two notable queries arose, first the search is not a done deal. A few names have been rumored that the Board has already made its decision. That is simply wrong. That’s not to say the rumored individuals cannot apply for the job, it simply means that if they do, they must go through the vetting process as any other candidate. In addition, I know there has been some concern of the overlap of the new president and me. So let me be clear on this, while my official retirement date from CCU is effective July 1, 2021, as soon as the new president is named and arrives on campus, he or she will be your new president. I will move into some temporary executive advisor role and help in any way that I am able when my input is requested. I had the good fortune to be president during a tremendous period of growth. During that time, I made decisions that some didn’t like. And as I have said to the trustees, you can disagree with my decisions but don’t ever question the motive behind them. I did what I believed was in the best interest of the university. That’s the foundation of any decision that I make. Our next president deserves the best opportunity to be successful in his or her leadership

of CCU in the future. As such, I have a responsibility to ensure that some decisions to support the transition are made. And I can tell you that some of these decisions will not be popular. But I don't make decisions based on prevailing winds or who was the last one in the door to reach me. I have and will continue to do as I said moments ago made those decisions that are in my estimation in the best interest of the university. Where those decision affect the staff, I will consult the executive committee of the staff senate for their input and explain why I am making such a decision, but the fact is, I will be making the decisions. As such, to ensure that we are prepared to deal with the external environment, and to continue our efforts on recruitment, retention, and completion, stability in senior administration is crucial. Plans need to be made and programs need to be started if we are to navigate the demographic realities facing us as an institution. In our October meeting with the Trustees, and in discussion with the search firm, we all came to the conclusion that the most crucial component to addressing this will be stability in the Provost's Office. Several of the ideas Dan Ennis discussed with the Board are clearly indicative of his understanding of the issues we face. In limiting academic affairs planning to a two-year interim window will not best serve out students, our faculty, and our staff. As such, I am removing the 'interim' title from Dr. Ennis' position and appointing him Provost. All concerned are aware that a Provost serves at the pleasure of the President, and that this appointment does not restrict my successor's freedom of action in terms of assembling a leadership team. But I also have a responsibility to ensure a strong team is in place to support the university's transition to a new president. I hope these comments give you some perspective of what we are dealing with. I further hope that you will join me in congratulating Dan Ennis and support the myriad of activities out of the Provost's Office that will continue to position this great university to meet its strategic goals. Dan, again, congratulations."

- **Question** – "Could you clarify the budget cuts that have been requested (that you mentioned)?"

Response – "We missed our enrollment numbers. The budget is based on the projected enrollment so we are just trying to tighten down the budget. I don't want to get into a situation where as we get toward the last part of the year that we run into some serious difficulties, so this is just a matter of trying to cut some areas where we think we can cut, delay some things so that the budget balances at the end of the year."

"I know Dan will be up next but as I said to the faculty and alluded to here, I am very concerned about the Academic Common Market. That's probably the one thing that's keeping me up at night. Those of you that are familiar with the Academic Common Market know that it allows a student from another state to come to Coastal Carolina University as an instate student for tuition paying purposes. Other states, as competition heats up, other states are getting to the point where they realize that they're losing revenue by exporting students to other states programs and are starting to basically pull out of the Academic Common Market. If all of them did it at once, the good news is they do grandfather in any student that is in, so you would have several years before the full impact was felt. But it is something that I know the Provost is working on and some of the activities I mentioned in here we need to begin putting in place now and it was critically important to the Board, the search committee, and certainly to me (or the search firm and me) that we had to have that stability. I couldn't ask Dan to be a caretaker and then when the new president comes on board, find out that the sky really is falling, so it is critical for us to get a handle on what is happening in the environment. The good news is we are

better positioned than so many of our colleague schools, and for that we are very fortunate. Again, I'll take some questions or turn it over to Dan."

Chief of Staff Overton

- Two more faculty members added to the Presidential Search Advisory Committee, now all five colleges are represented on the committee.
- There was very low attendance by students at the listening sessions, but I was able to get good feedback from about twenty student organizations over the following two weeks after the listening sessions.
- The search firm has developed the Leadership Statement, which is the document used to recruit candidates. The Search Advisory Committee reviewed the statement last week and feedback about changes has been sent to Buffkin/Baker.
- The search firm has indicated this will be a confidential search. This means the Search Advisory Committee will be able to review candidates and make recommendations to the Search Committee (which is comprised of Board of Trustee members only) who will then make the final decision on the next university president.
- David Yancey is the staff representative on the Search Advisory Committee, please contact him with any questions or concerns.

Provost Ennis:

- Will be meeting with faculty tomorrow (11/13/19) to give faculty a chance to ask question in light of the title change, discussing what we will be working on going forward.

Presentation:

- none

TOPICS FOR DISCUSSION:

COMMITTEE REPORTS:

- Student Pay Ad Hoc Committee – no report
- Take Your Child to Work Committee – no report
- Policy and Welfare Committee – no report
- Membership Committee – new senator has been added to represent Diversity, Equality, and Inclusion, Ebony McCray.
- Communication Committee – Senate retreat questionnaire was very helpful, will present findings at executive committee meeting before forming a motion for the December meeting.

- Motion from the Membership Committee – Change to existing policy as follows: A. If in a term year (August – July), a Senator accumulates a combined total of seven (7) absences from regularly scheduled monthly meetings and/or regularly scheduled committee

meetings, the Senator may be dismissed from the Senate. Even if the Senator sends a substitute to the Senate meetings, this does not negate their absence. Motion seconded by John Dooley. **Motion passed (27 in favor, 0 not in favor, 0 abstain)**

OLD BUSINESS:

Please encourage your constituents to follow the chain of command with a complaint or an issue that you are having with something/someone on campus before submitting the item to Staff Senate.

NEW BUSINESS:

- I go to Chauncey's Choice a lot to eat. The location is supposed to be open until 2:30 for lunch. However, they start breaking down the drink area before 2:00. You are unable to get anything to drink. They have a ladder out and are washing the containers. They should not start this until 2:30. I feel like they want me out when I should have until 2:30. Wait until it is 2:30 to start breaking down sections that should be available for paying customers. **Action** – No action taken. Sandy Baldrige-Adrian has asked that if you have a complaint or issue with a food-service location on campus, please speak to the location manager, the Aramark manager, the District Manager, or to Sandy herself about your issue and they will be able to resolve it in a timely manner. If it becomes a continual or recurring issue, then Staff Senate will take up the issue.
- There is a teacher who brings his bicycle into our building. This is not where his office is. Is this allowed? It gets pretty crowded in the hallways. There should be a bicycle policy. We don't want our people to start bringing their bicycles into the building. I have already heard people talking about it. **Action** – No action taken. Bikes are not allowed in buildings due to safety regulations.
- When students are not on campus ie: Christmas break, Spring Break - Staff should be allowed to work summer adjusted hours. During this time most faculty are not on campus. Staff should be allowed to work summer adjusted hours. During this time most faculty are not on campus. **Action** – No action taken. Passed on to Dr. DeCenzo.
- Once in a staff slot, there are no increase or incentive. Staff is forced to leave positions that they like, and have experience in and apply for other areas on campus. Pay steps in each grade, this would allow a person that starts at level 1 to stay in the position until they reach the max, the person starting in the middle also would have time. **Action** – No action taken. This falls under work already being done by the Policy and Welfare Committee as well as (non-senate) finance committees.
- In order to retain students some academic departments on campus like to have events that involve food for our students. We find they enjoy a free lunch and they get to interact with the faculty/staff from the Department. In the past we have done pizza, pancakes, ice cream social, pot lucks etc. This generally has not been a problem until this semester. We have been told that we now need an exemption form approved from Aramark to hold these events. Our students would like a break from the Aramark food

especially the pizza and like when we go to Domino's, Gino's or Fox's. It's also discouraging to the Department when you can get the ice cream and extra's for a much cheaper price rather than going through Aramark. The approval process is not always consistent with Aramark they may allow some departments to have an ice cream social or get pizza off campus but, then tell another department it is not allowed. We understand that the reason behind this policy is food safety for everyone. We would never want anyone to get sick, but when we are buying prepackaged items such as the ice cream, or the pancake mix that is premade. We would like to not have to ask Aramark for permission. This adds extra time, paperwork, and frustration to the process. **Action** – No action taken. Question/requests concerning bringing in outside food should be directed to Sandy Baldrige-Adrian.

- Coastal Carolina University offers students 6 free transcripts per calendar year. When you figure in the amount of transcripts produced every year, times the cost of the paper they are printed on and the cost of the people that produce them there is a huge amount of revenue lost. If CCU charged for transcripts (just \$5 each) it would generate upwards of \$60,000 per year. If we charged what HGTC charges we could generate upwards of \$180,000 per year. With the shortfalls that we are facing it seems to be logical. Almost all schools charge for transcripts. **Action** – No action taken. Fee amounts are set by individual departments and approved by the BOT.
- Coastal is scheduled to be open on Dec. 23. Has the administration discussed closing this day? Student serving/customer service-type offices are required to be open. This means they will be minimally staffed but required to still have staff present. Horry Georgetown Technical College and Horry county schools are both closed. Why can't Coastal follow suit? Close on Dec. 23 and make this a mandatory leave day for employees. **Action** – No action taken. Passed on to Dr. DeCenzo.

ANNOUNCEMENTS:

- None

With no further business, the meeting adjourned at 10:14 am