

12-10-2019

## Staff Senate, December 10, 2019

Coastal Carolina University

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### Recommended Citation

Coastal Carolina University, "Staff Senate, December 10, 2019" (2019). *Staff Senate*. 14.  
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Staff Senate

December 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; Dwayne Beam; Carolyn Bender; Jean Bennett; Allison Crandell; Michael Cruise; Amanda Darden; John Dooley; Cecilia Dockery; Lynn Fox; Mark Garrison; Sandra Hatcher; Dawn Hitchcock; Margaret Hurt; Sharon McCants; Ebony McCray; Melanie McKeefery; Gregory Nance; Justin Poindexter; Bryce Skipper; David Yancey; Travis Youngblood; Bobbi Yurkin

**SUBSTITUTIONS:** Carissa Medeiros for Shaun Bannon; Mel Smith for Judy Johns; Rein Mungo for Wendy Singleton; Gigi Dodd for Michele Varga

**ABSENT:** Marcus Holmes

**ALSO IN ATTENDANCE:** Travis Overton; Tracy Keller; Frankie Weeks; Carlos Johnson; Martha Hunn; Eileen Soisson; Daniel Lawless; Dr. Atiya Stokes-Brown; Lori Cox; Brian Bunton; BJ Landrum; Leisha Deriso; Samantha Hicks; Jamie Bilella; Scott Dean

**APPROVAL OF MINUTES:** Approval of the November minutes were moved by Allison Crandell, and seconded by Lynn Fox. **The minutes passed (28 in favor, 0 not in favor, 0 abstain).**

**SENATE PRESIDENT REMARKS:**

**PRESIDENT AND OTHER ADMINISTRATIVE REPORTS:**

President DeCenzo: not in attendance

Provost Ennis: not in attendance

Chief of Staff Overton:

- Jennifer Packard will be retiring at the end of this semester (Fall 2019) and Julie Quinn will be moving over from the Provost's office throughout the spring semester (Spring 2020).
- The Leadership Statement for the Presidential search is now on the President's office webpage.
- Faculty Senate provided a resolution to the Board of Trustees last week concerning the transparency of the search process and urging the Board to have an open interviews portion of the search process.

**Presentation:**

- Samantha Hicks, Associate Director of Client Services & Scholarships in the Financial Aid & Scholarships office, made a brief presentation discussing the Homelessness, Basic Needs Insecurity, and Foster Care Task Force, and the Extreme Financial Need Application Program. The application can be used for needs besides tuition. Needs such as past due rent, unexpected car repairs, even personal use items can be requested. We also need to address Basic Needs Insecurities in Higher Education. We have over 300 students at CCU who self-identify as food insecure. We are in the process of creating a website that will be a one-stop-shop for students with basic needs insecurities at CCU. More information about the website will be sent out as it becomes available. If you know of a student with a financial hardship, please contact someone in the Dean of Students office or the Financial Aid & Scholarship office. There are resources in place now to help them.

**TOPICS FOR DISCUSSION:**

**COMMITTEE REPORTS:**

- Student Pay Ad Hoc Committee – no report
- Take Your Child to Work Committee – John Dooley presented on behalf of Judy Johns.
  - Have identified the model that will work
  - Next step is to provide that model to the university for approval
- Policy and Welfare Committee –
  - Committee is looking at two separate questions: 1) Can a full-time employee also be a full-time student? 2) Can a full-time student also be a full-time employee?
  - Came up with a series of questions that were then sent out to 16 peer and aspirant universities for their feedback.
  - Eleven of the surveyed schools responded. None of the schools had policies to either prohibit or allow such circumstances. Only two stated that because there was no policy, they would permit it. One stated they would treat the employee/student in the same way they treat dual employment, with employment taking precedence. All of the schools had some form of tuition waiver.
  - Based on committee findings, the committee does not have the relevant expertise to delve into writing a policy for this. Committee recommendation is to submit the information to Human Resources to consider addressing these situations in policy form to avoid confusion in the future.
- Membership Committee – will be presenting suggestions to the Executive Committee in the February meeting
- Communication Committee – the committee has identified the wants of the group regarding topics and possible dates for the retreat

**OLD BUSINESS:** none

**NEW BUSINESS:**

- Why do we have to go through EPMS reviews every year when there is no reward or consequence? Suggestion – either find the money to reward your good employees for work well done or stop with the meaningless reviews. **Action** – There is a strategic plan committee that is working on making the reviews more meaningful for us. Recommendations will be coming from that committee soon and will hopefully make the EPMS process more meaningful to us.
- Please consider updating the directional sign in front of Baxley Hall at the corner of University Blvd and Chanticleer Drive. Not only is the sign faded/weathered, it still directs to the “College of Nature and Applied Sciences,” (changed to just College of Science, 2010) and again this year to Gupta College of Science. **Action** – David asked submitter to reach out to Facilities Management directly for this update. The Gupta College of Science sign is being worked on currently, but as this is a large project it won’t be ready until sometime in the Spring 2020 semester.
- Staff member was denied acceptance to CCU based on High School grades and told to go to HGTC and then reapply. HGTC does not offer free tuition and this would be a hardship. The employee understands that if the class is not passed they will need to pay for the credits. Suggestion – Suggest staff are conditionally admitted. **Action** – David Yancey suggested that the submitter take a look at the programs already in place and see what they can take advantage of along those lines. Once those avenues have been exhausted, then come back to the senate for further discussion.
- There are a limited number of charging stations on campus for electric cars. The stations that are available are often occupied the entire workday by the same car. Could this be looked into and policies implemented to encourage electric car owners to move their car to another parking spot once their car is fully charged? Suggestion – Other universities have implemented a four-hour parking limit for charging stations in order to make them available to other electric car owners. Could that policy be implemented here? Are there plans to increase the number of charging stations on campus? **Action** – The charging stations at AOC2 are smart charging stations, meaning they will text you when your car is fully charged so that you can move it to another parking spot and free up the charging station for another user. Some big cities using smart charging stations allow a grace period (several minutes) for you to move your car, after which you are charged a fee for your car being parked there longer than necessary. David will speak with the submitter directly about possibilities for parking.
- University wide recommendation to install hand sanitize stations throughout the buildings, especially academic buildings where students travel. This would help keep student, faculty and staff illness at a minimum. Hopefully we can move forward in this healthy direction. **Action** – David will talk to the submitter directly about the proper steps to request these sanitizers.
- The university prides itself with inclusion and diversity free from gender bias. However, Public Safety employees are not allowed to grow facial hair. The facial hair policy should have the same guidelines throughout the University. Police departments throughout the State are changing grooming policies to align with modern grooming standards which allow beards and mustaches. Suggestion: The current policy should conform to modern social norms free of bias. **Action** –

David could not find a process by which we would ask for a change in this standard. Would this be something for administration to handle? It was suggested that the submitter follow the chain of command to request a change in this standard.

**ANNOUNCEMENTS:**

- No meeting in January due to the General Faculty/Staff meeting.

With no further business, the meeting adjourned at 9:44 am