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Staff Senate, November 10, 2020

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Staff Senate

November 10, 2020
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: CJ Allard; Sandy Baldrige-Adrian; Matthew Barnes; Dwayne Beam; Penny Bell; Jean Bennett; April Betsch; Roger Brown; Alli Crandell; Brittany Donatelli; John Dooley; Mark Garrison; Judy Johns; David Klauder; Michelle Lewis; Ebony McCray; Melanie McKeefery; Kelly Moore; Sean Pierce; Justin Poindexter; Daniel Rabon; Wendy Singleton; David Speiser; Michele Varga; David Yancey; Travis Youngblood; Bobbi Yurkin; Sharlene Zwing

SUBSTITUTIONS: none

ABSENT: none

ALSO IN ATTENDANCE: Dr. David DeCenzo; Dr. Dan Ennis; Travis Overton; Dr. Michael T. Benson; Kimberly Sherfese; Darwin Flores-Agustin; Dr. Brian Bunton

APPROVAL OF MINUTES: approval of October minutes was moved by David Yancey and seconded by Jean Bennett. **The minutes passed (28 in favor, 0 not in favor, 0 abstain)**

SENATE PRESIDENT REMARKS:

PRESIDENT AND OTHER ADMINISTRATIVE REPORTS:

President DeCenzo:

- Introduced Dr. Benson who spoke briefly.
- Based on Spring 2021 enrollment, if the numbers are good, Dr. DeCenzo will ask the Board of Trustees at their December meeting to discontinue furloughs starting in the spring semester.

Provost Ennis:

- We are trying to be sure that parents and students know that there are exciting things going on in Academics as well as Athletics at CCU. Campus tours have started up again and while touring an empty campus is not ideal, employees are encouraged to greet them from a distance.
- Spring registration is currently open for all students and we are presently about 9% below where we were this time last year in having students registered. Please encourage your students to register for spring as soon as possible.
- We are currently down about 2000 applications from this same week last year.

Travis Overton:

- In-person graduation has been planned for Friday, December 11th for Fall 2020 graduates and Saturday, December 12th for Spring and Summer 2020 graduates who would like to return for an in-person ceremony. These will take place on the football field and social distancing/mask guidelines will be followed. There will still be a virtual graduation to take place a week later to accommodate those students who cannot or choose not to take part in the in-person ceremony. A decision to include awards earned by students who graduated in the spring and summer has not been made yet.

TOPICS FOR DISCUSSION:

In an effort to streamline Staff Senate meetings, but also continue to collect valuable employee feedback data, the Senate will begin referring Topic Suggestions that relate to specific areas of operation to the appropriate person in those areas. The Senate will continue to collect these submissions and will review them in total each semester to determine if there are organizational patterns that should be addressed by the Senate as a whole.

- none

COMMITTEE REPORTS:

Policy and Welfare Committee – committee met and elected Alison Crandell as the Chair.

Membership Committee – committee met and elected Melanie McKeefery as the Chair with Brittany Donatelli as co-chair. There were questions about why the senate based elections on the functional group as opposed to the organizational chart groups. The reason we chose functional groups was because at the time of elections, the organizational chart was in a flux state so we decided functional groups were more stable. The committee will be reviewing functional groups again prior to the next election.

Communication Committee – committee met and elected Judy Johns as the Chair. No other information to report.

OLD BUSINESS: none

NEW BUSINESS:

- Access, Inclusion, and Diversity Strategic Plan (attached) – motion by Sharlene Zwing that we as a senate endorse this plan. Alison Crandell seconded the motion. **The motion passed (24 in favor, 1 not in favor, 2 abstain).**
- Stipend for Staff Senate President

- Has this motion been vetted by HR to assure extra duties are done outside of normal workday? Not yet, we assume that will happen after the request has been submitted.
- Is the \$3000 requested the same as what the Faculty Senate President received? Yes, it is the same (prior to switching to course reduction instead of a stipend).
- Is this going to reflect poorly if we are asking for additional funding after we went through a RIF? Do we need to wait to put this motion through until after we are more stable financially? There is no money currently budgeted for this stipend, but money would go through the proper channels if it is approved.
- Is this the right time to be looking at this with many staff going through furloughs? Do we have anything in the bylaws that would allow the president to delegate some of the extra duties? Currently the Staff Senate Vice-President is filling in for the President when needed and available.
- Dr. Ennis clarified that the stipend Faculty Senate President received was due to faculty being on a 9-month appointment and Faculty Senate President was required to work over the summer to fulfill all of his/her duties, which was outside of their normal work schedule.
- Could the Staff Senate President have some of their job duties “released” during the time they serve as President? This was not the intention of the motion, the intention was simply to compensate someone for extra work being performed.
- The difference in a Staff Senate motion and a Faculty Senate motion is that our (Staff Senate) motion is a request to the university administration while a Faculty Senate motion is a mandate.
- Would it be possible to investigate the potential of either supplemental pay or rearrangement of duties for the Staff Senate President and executive leadership?
- Motion that we move forward with request for a stipend for Staff Senate President made by Melanie McKeefery and seconded by Michele Varga. **The motion passed (18 in favor, 7 not in favor, 2 abstain).**

ANNOUNCEMENTS:

- Today (11/10/20) is the 245th birthday of the United States Marine Corps and tomorrow is Veterans Day. While we normally would recognize Staff Senate members who are veterans, we can't really do that today, but we appreciate all who served and the service of their families to the armed forces.
- David Yancey will be cancelling his previous senate meeting invitations and Sandy's invitations will remain on everyone's calendars.

With no further business, the meeting adjourned at 10:06 am