Staff Advisory Council
Minutes
Thursday, January 28, 2016, @ 10:30am
Edwards 164

Members Present: Matthew Crawford, Jim Streicher, Cameron Mott, David Betsch, Bill Edmonds, Lisa Bellamy, Lynne Brock, Misti Williams, Sandra Hatcher, Kevin Bowers, Tukonya Vereen, Shane Tay, Diane Wilson, Derek Doss, Dan Lawless and Lisa Bernadyn.

Members Absent: N/A.

Approval of Minutes: A motion to accept the January 14, 2016 minutes was made by David Betsch and seconded by Shane Tay. The minutes were approved by the members.

Old Business

Follow up discussion on the following items:

Suggestion:

- “Parking at Baxley Hall for staff is horrible, I thought there were supposed to be some reserved spots for staff in GG. When is this going to occur?”

D. Lawless pulled the previous email regarding this suggestion from last year and discussed it with Rein Mungo.

D. Lawless shared after speaking to Mr. Mungo he was informed to contact Dr. Byington, Provost and Executive Vice President, regarding these parking spaces. Mr. Lawless will reach out to Dr. Byington.

D. Lawless shared he was able to briefly talk with Dr. Byington regarding setting up a time in the future to meet.

D. Lawless shared he has sent over information to Dr. Byington regarding parking lot GG. Dr. Byington will look at the parking survey findings.

New Business

Suggestion Boxes:

Suggestion: There were no suggestions in the suggestion boxes.

Web Page Comments:

Suggestion:

- “I think it would be great if the Faculty and Staff had a discounted option to play 9 holes at the Hackler course. I know that there is currently a discount for 18 holes with a cart but it is difficult to take time away from family to play golf for 4-5 hours. I believe that a lot more employees would enjoy our beautiful course if there were an option that didn't take up as much time. During the summer, 9 holes could even be played after work before it gets dark. This could possibly even be limited to certain days. Thank you for your consideration!”
D. Lawless shared the following response from Charles Johns, General Manager of Sports Turf & Golf Course Operations. “We do have a discount for Faculty and Staff. Our rates year round are **$22 for 18 holes and $13 for 9 holes.** We also give 30% off on non-sale soft good items in the shop. The 30% has been changed since the first of the year from 20%. I hope this helps.”

Mr. Lawless also shared after speaking with Mr. Johns, it was noted that on the HR discount’s page the 9 holes option was not listed, only the 18 holes option was listed.

L. Bellamy will follow up with HR regarding this being listed on the discount’s page.

- “I am all for energy savings and trying to not only save on the pocketbook but also the environment. However, this morning it was 20 degrees when I arrived at work at 8am. It is now 10am, and my office in Kearns is still unbearably cold. I also had a student appointment, and he spoke about how cold his math class was in Wall this morning. I would like to suggest to the powers that be that they look at the forecast, especially after a weekend or holiday, and plan for turning the heat on before the morning we reopen. It is not normal to be typing with gloves on or working with winter scarves and coats on within an academic or office building. Space heaters are not allowed, and really there is very little we can do to warm ourselves. By tomorrow, things will look up, but today (January 19) is miserable as was January 4. I would truly appreciate you passing this on to anyone who may be able to help us before the next cold weekend. If I were the only one complaining, I would not send this, but this is a problem across campus. It is not only miserable for staff, but for faculty and students in 8am, 9am, and even later classes. Your consideration is greatly appreciated.”

D. Lawless shared the following response from Rein Mungo, Interim Director of Facilities Planning & Management. “There were not any setbacks in place at Kearns Hall yesterday for the heating. We had problems with the Boiler and we worked on it all day to get it back operational late yesterday afternoon. We had a similar issue with the Wall Bldg. when we got back to campus on January 4th as well. I was actually on the 3rd floor when we got back on the 4th and let our staff know that morning. Just to let everyone know, we don’t turn the heat off in any buildings on campus. When we have mechanical failures is the only time when this occurs and that normally happens on the coldest days of the year. Right now we have everything operational. We do apologize for the inconvenience but things do happen out of our control sometimes.”

- A suggestion was received concerning the performance of a staff member. There have been an increase in the number of similar suggestions received over the past few months, so the Council discussed what an appropriate response to these types of suggestions should be.

The Council was concerned that the pattern of these anonymous suggestions (both positive and negative) were too closely associated with an individual, and specific personnel matters do not fall within the scope of the Council (please see the SAC the bylaws for further information).

Part of the mission of the Council is to, “seek to ensure that Coastal Carolina University offers a positive and productive learning and working environment where integrity, tolerance and respect are affirmed”. The Council wishes to uphold those principles by not posting the suggestion received and singling an individual out. In addition, any such suggestions received in the future that the Council determines are specific to personnel issues will be deemed to fall outside the scope of the Council. Individuals wishing to convey matters of specific personnel issues are instead encouraged to address them directly with the head of the department involved.
The Council also wishes to remind everyone that the anonymous suggestion mechanism is available to promote conveying issues of general staff interest and concern.

- “Why does CCU have a policy that we can't give references when a colleague is applying for a different job (even if it is with CCU)? This is ridiculous especially if this has been their only job for 15-20 years - no other work related reference may be available.”

L. Bellamy has forwarded this concern to Kim Sherfesee, Director of Human Resources/EEO Officer.

- “LACK OF COMMUNICATION. On Tuesday, January 26, 2016, it was brought to the attention of the staff that work in Baxley Hall that we are not allowed to park on the side of the Scholars Academy anymore. We all found this out by finding tickets on our cars. Big surprise to all of us. I guess my question is why was not one staff member notified that we could not park there anymore? No one has any problem in parking elsewhere but not to be notified of this is such a LACK OF COMMUNICATION on the part of Administration.

There is a sign that says parking is for FAC/STAFF. There is no mention of Scholars Academy staff on the sign. The only thing is there is faded painting on the ground that says Scholars Academy parking. How can someone who works at the Scholars Academy be a member of the faculty/staff at Coastal Carolina University? I saw a car that had both stickers on their car. I’m confused.

We were first communicated quite a while ago, not by email or memo but by word of mouth that staff were not allowed to park there. No problem. We all parked elsewhere. Then we were told, again by word of mouth not by email or memo in August of 2015 that staff were allowed to park there. We parked there without a problem until Tuesday, January 26, 2016 when tickets were issued to all of Baxley Hall staff member’s cars who parked there. Is it possible to have the memo or email that must have been sent to some staff member in Baxley Hall be sent to all staff who work in Baxley regarding this situation?

Also, on the Department of Public Safety web page at "Parking Rules and Regulations for 15-16", under "Quick Reference Parking Privileges" for "Faculty/Staff" it states: "May park in any space except those designated as Visitor, Handicap or Reserved spaces."

The one main point that came from almost everyone who attended all the Feel the Teal modules is "LACK OF COMMUNICATION". This is the best example ever. Thank you very much.”

D. Lawless shared the following response from Dr. Byington, Provost and Executive Vice President. “Thank you for this question. First, I am investigating the ticketing as it has been attributed to me. I never requested that cars be ticketed. Communications can only be had if I know that something needs to be communicated. Had someone called my office on Tuesday, that would have happened. I would have had warnings issued, contacted the departments and requested that Scholars Academy use their designated spaces. As I was brought in late, I was only able to do the latter. This is especially relevant as I am working on parking space availability. I am gathering information on faculty/staff occupancy by building and allocated parking.

The sign has been removed. The designated parking should be observed as all designated parking should be. I am not aware of the memo mentioned. During the summer these spaces are not occupied so I can only assume that is the logic for parking being allowed.

You are correct with the allowed parking for faculty/staff. However, these are reserved spaces.

Scholars Academy is a part of our university. We have a contractual relationship as we do with others that allow for their staff to park. Their students are our students.”
“Had a chance to read the Thursday, November 19, 2016 minutes from the Staff Advisory Council. I have only a comment to the removal of Memorial Day 2016 from the 2016 Holiday Calendar and the addition of Election Day to the calendar listed under "Old Business". The response from Kim Sherfesee, Director of Human Resources EEO Officer, "Based on our interpretation of state regulation, CCU will be closed on Election Day 2016." Was so non-committal, disappointing and unbelievable. She never explained why or the reasoning behind why Election Day was chosen over Memorial Day as a "Holiday". Please don't have Lisa Bellamy run over to Kim Sherfesee for a response as this is just a comment and an opinion."

D. Lawless shared this was forwarded to Human Resources.

- Additional Discussion items by members:
- Adjournment: The meeting was adjourned at 11:00.

Next Meeting: The next SAC meeting will be held February 18, 2016 in Edwards 164.