PRESENT: Dee Braswell, Debbie Burch, Lee Carter, Lynn Fox, Molly French, Mark Garrison, Shametra Graves, Lawrence Jones, Tara Josey, Sheila Lagasse, Dan Lawless, Jeremy Monday, Brent Reser and Jerry Starling.

ABSENT: Sharon Sluys and Matthew Vanderbilt.

APPROVAL OF MINUTES: The April 19th minutes were approved.

OLD BUSINESS

1. “The staffing report mentioned yesterday in the President’s Town Hall MUST be made public. Everything else that supports the Strategic Plan is very transparent. This should be no different. You cannot say that decisions are being made based on a report that no one can see. It creates an atmosphere of fear and judgement amongst colleagues. This report should be on a website for everyone to see so that we can understand why decisions are being made. Also – there needs to be more transparency on the fallout from the Phishing scam. There are several employees who are no longer at Coastal because of this scam, BUT nothing has been shared to explain the steps that are being made to prevent this from happening again – as well as reorganization that is taking place to correct this situation.”

Council members discussed where to post the updated staffing report to be available for viewing by university employees.

2. Transition of the Staff Advisory Council to a Staff Senate.

Staff Senate Subcommittee members will meet to discuss how to set up “voting precincts” to represent all CCU staff members.

3. “If an employee completes a degree and applies for qualified jobs within the University, and is not offered a position, does the “two-year mandatory” employment period still apply?

If a CCU employee utilizing the tuition waiver agreement cannot find gainful employment within the University after completing a degree. Can the “two-year mandatory” employment clause be removed from the policy?”

Dan Lawless will follow up on this suggestion to ask if the policy could be changed to use an employee’s total years of service when determining the mandatory two year employment period.

4. “I want to know if CCU will be giving its employees a pay increase this year? We always hear talk about the budget, but it’s disturbing when you see that higher administration is getting increases and not the staff. Last term, there were a record number of students that attended, but still no
word on a raise for employees. The cost of living is going up but our paychecks are remaining the same. Some employees are doing more work, which is not in their program description. Something should be done!

There was no update on this suggestion. Dan Lawless will follow up on this suggestion.

5. “Can we improve the side and crosswalks on campus? Students have commented on parking in the overflow lot on Hwy 544 and not having room to ride on the shuttle when it arrives or having to stand. So when they do walk, they do not have a safe crosswalk at the intersection of 544 and University Blvd or a sidewalk to walk on the right side.”

There was no update on this suggestion. Dan Lawless will follow up on this suggestion.

6. “When making calls on campus often the zero destination will ring in another unrelated department. Is there a way IT can audit zero destinations and then check with departments to see if their destinations are correct? It's frustrating internally but I can't imagine how we appear to customers trying to receive assistance.”

Sharon Sluys provided the following response from John Hanna, Associate Director, ITS Network Telecommunication Services:

“We are currently working on the list of existing settings, and contacting each user for accuracy.”

This suggestion has been addressed by the Council and will not be included in future Council agenda items.

7. “I would like to know why the Scholars Academy faculty/staff have CCU faculty/staff stickers in addition to their Scholars Academy stickers? If we cannot park in the spots designated for them, why are they allowed in the spots designated for us? There are not enough spots for the stickers that are given as it is. I would like to propose that they only be allowed a sticker to park in the spots designated for Scholars Academy.”

Dee Braswell reported that when the Scholars Academy first opened, some of the classes were held in CCU classrooms. To accommodate that situation, Scholar Academy instructors were given two parking stickers (one for Scholars Academy and one for Faculty/Staff). All classes are now held in the Scholars Academy. Council members questioned the need to have Scholars Academy staff provided with both parking stickers. Dee Braswell will follow up on this issue.

8. Concerns related to the proposed parking fees.

Dan Lawless reported that parking fee discussions are ongoing and will continue into the fall.

9. “Women are almost half of the workforce. They are the sole or co-breadwinner in half of American families with children. They receive more college and graduate degrees than men. Yet, on average,
women continue to earn considerably less than men. In looking at the SC state salary database, it is
evident that disparity is actively occurring in the CCU workplace, yet I have not seen nor heard of
any plans to address the concerns.

Does the university conduct salary audits to proactively monitor and address gender-based pay
differences? Is this done department by department? If so, what is the status of this audit and what
are the immediate plans to close the gap?”

There was no update on this suggestion. Matthew Vanderbilt will follow up.

NEW BUSINESS

Suggestion 1:

“This is it possible for Procurement to look into getting Amazon.com Business accounts for P-Card Holders?
My department orders a lot from Amazon and a business account would streamline our receiving of
these orders and be more cost effective with shipping.”

Sharon Sluys followed up with Dean Hudson, Director, Procurement. His response is below:

“Procurement Services is aware of the Amazon business account possibilities. At issue is whether
initiating a contract with Amazon for a University-wide business account creates a competitive bidding
scenario, as there are other internet marketplaces available besides Amazon such as Newegg and
Jet.com. There has been some talk of the possibility an Amazon (or similar) account being made
available on a state-wide basis for all state agencies. Procurement Services will continue to monitor the
potential for this type of account for the University.”

This suggestion has been addressed by the Council and will not be included in future Council agenda
items.

Suggestions received relating to the proposed parking fees:

• “I think we shouldn't have to pay for parking because some of us can't afford it.”

• “I would like to address the proposed parking fees. I am already paying for the privilege of parking
behind a gate, which I find expensive since we have to pay yearly. I shouldn't have to pay to park
to work. If this was a big city like Charlotte, I could see it. I would also get better pay, though. As
it is, only a select group continually get raises. I heard the people in the brick house at Facilities
received yet another one.”

These suggestions will be addressed as part of the parking fee discussion.

Additional discussion items from members.

The council met in executive session.
The meeting adjourned at 11:45 a.m.

The next meeting will be held on May 31, 2018 at 10:30 a.m. in EHFA 164.