Staff Senate 10/08/19

1. Roll Call
2. Approval of Minutes
3. Special Order of the Day (if any)
4. Senate President’s Report/Remarks
   1. Metrics
5. University President/Interim Provost Remarks
6. Presentation –
   1. Lori Cox
   2. Atiya Stokes-Brown
7. Topics of Discussion
8. Committee Reports
   1. Student Pay Ad Hoc Committee – Alli Crandell
   2. Take your child to work Committee – (Judy)
   3. Policy and Welfare Committee – John Dooley
      1. Salary Study
      2. Student/Employee policy
   4. Membership Committee – Meg Hurt
      1. DEI
      2. Elections
   5. Communication Committee – Judy Johns
   6. Sick Leave Donation Policy
   7. Senate Retreat

***See list below***

1. Unfinished Business (Ongoing items carried over from a previous meeting)
2. New Business (New items for consideration)
3. Announcements / Good of the Order
   1. Fac/Staff Benevolence Fund
   2. Faculty Senate
4. Next Meeting –

November 12, 2019

9am – Alford Ballroom

1. Adjournment

Date: 09-10-2019

Name: anonymous

Category : Policy

Description : Is there any consideration by the university administration to re-institute a "pay for performance" policy? There used to be one years ago. Such a policy essentially allows supervisors to grant increases to employees based on their performance.

Currently, there is no such policy and the only way to get additional monies is to either (a) receive additional duties - (thereby getting more work); (b) receive a reclassification/promotion; (c) request a market adjustment - which some supervisors may not be familiar with and may not be aware that such a request can be made.

Prior Action : N/A

Suggestion : Consider re-instituting a pay for performance policy to reward employees who work hard and go above and beyond.

Date: 09-11-2019

Name: anonymous

Category : Other

Description : There are many institutions of higher education that offer personal laptops or combination laptop/tablets to their staff members. Currently, I believe this is done at the department level but departments only do it for certain people. I would love to see our staff members campus-wide to have a laptop assigned to them with the capability to work remotely. Several industries are moving towards the ability to work remotely. HR/Departments can determine which job descriptions should receive a laptop/tablet. The goal is not to disturb work/life balance but to enhance it and give flexibility to allow work to be done both on and off campus.

Prior Action : I believe currently Departments have the option to assign laptops to staff members.

Suggestion : Determine which positions should have a laptop, Look into technology grants/partnerships for staff member laptop availability, establish policies for working remotely.

Date: 09-11-2019

Name: anonymous

Category : Other-Question

Description : Student Accounts currently has spring payment deadline January 1, 2020. The staff meeting talkinga bout being closed until January 2, 2020. Our office receives a bunch of calls for Student Accounts and Financial Aid when they don't answer the phones. Are they going to be working on January 1st and prior to that (since we close for Christmas) to take questions?

Prior Action : none

Suggestion : Student Accounts should change their payment deadline to give staff time get back to work in January.

Date: 09-19-2019

Name: anonymous

Category : Parking

Description : Admissions counselors are taking up valuable parking spots for weeks at a time when they are out recruiting.

Prior Action : This has been addressed before but never through this venue

Suggestion : When any faculty or staff member needs to leave their car on campus, they do so in a parking area that would not be negatively impacted by having a vehicle parked in the spot for days, weeks or months. Or designate an area? Either way, they should not be taking up parking spots where those of us who are on campus each day working could be parking.

Date: 09-19-2019

Name: anonymous

Category : Policy

Description : consistency of office hours

Prior Action : none that I am aware - this has always been addressed at the office/department level

Suggestion : Currently the official office hours on the HR website state working from 8:30 - 5:00 each day. Although many offices have flex schedules, especially those who serve students, and they open at 8:00 and have those early scheduled individuals leave at 4:30.

I feel everyone would be better served to have early open hours. There should either be consistency either way. I believe students would and/or do take advantage of the early opening of those offices that have that flexibility.

I believe as an institution we are striving for equality, equity and inclusion. The fact that everyone is not able to have the ability to flex their schedules does not promote what we say we are doing.

Date: 09-20-2019

Name: anonymous

Category : Parking

Description : students parking in faculty/staff

Prior Action : no sure

Suggestion : Could we have public safety patrol for students parking in faculty/staff lots more often - every day would be nice. Then maybe the students would get the message that they will not get away with parking in our spots every day. I have checked the lot next to the student center and wheelwright for the last week and every day I have seen over 20 students each day parking in the lot in faculty/staff spots - but no tickets are on the vehicles. I believe that if we concentrated on a lot a week all day long and gave out tickets for each student who parked there, the message would be clear. Maybe have faculty and staff submit pictures of the students parking in spot if that would help. We need to be proactive about this situation - I know we make money off of parking tickets, but what good is it if the cars are not being ticketed