

Regular Staff Senate
Coastal Carolina University
Tuesday, March 12th, 2024
Alford Ballroom

MINUTES

PRESENT: Jason Aiesi, Rachael Baker, Katie Bell, Dee Braswell, Rachael Brown, Chris Carter, Aaron Clune, Kimberly Decker, Vivian Ford, Connie Glidden, Daniel Hucks, Crissy James, Jacklyn Masiello, Ebony McCray, Colleen Meitzler, Hailey Melton, George Pirinski, Jenifer Riddei, Kathleen Schipano, Walter Showers, Abby Sink, Jennifer Stewart, Sam Sullivan, Bo Svay, Rhonda Toney, Charlie Wilson, and Judith Zang

OTHERS PRESENT: President Benson, Travis Overton, Tom Koczara, and April Betsch
Staff Senate President, Sam Sullivan, called the meeting to order at 9:00 a.m.

1. ROLL CALL

Roll call was taken by Staff Senate Secretary, Ebony McCray.

2. APPROVAL OF MINUTES

- a. No corrections were made to the Staff Senate Meeting Minutes from February 13th, 2024. The minutes stand approved as distributed.

3. SPECIAL ORDER OF THE DAY

None

4. SENATE PRESIDENT'S REPORT

- a. Executive Council Updates were shared:
 - Senators were tasked to encourage their constituents to promote the SGA campaign Vote 1954 to increase student voter participation.
 - The next BOT Meeting will take place on May 1st and 2nd.
 - The website redesign is progressing. MarComm has requested a halt on updates to the existing site after Friday, March 15th. The new design will be shared next week and will be gradually distributed over the next few weeks to the respective areas for review.
 - MarComm is in the process of updating the existing social media policies & procedure. Listening sessions are planned soon.
 - The Print Shop is hosting an open house on March 25th at 10 a.m.

b. Recent Topics

- It was announced that new FSLA guidelines were proposed, which would potentially change the salary threshold for exempt employees. HR will provide further detailed information once available.
- Questions regarding differentiating pay bands across campus were raised. HR explained that job modifications may result in a higher pay band and added that supervisors may submit salary review requests anytime the job description does not align with the current salary.
- The handling of performance-based reviews was brought up and HREO responded by stating that one of the initiatives in CCU Reach involves performance-based pay. It was noted that faculty and staff decompression is scheduled for 2025.
- A concern was raised regarding the absence of pay increase for staff despite record enrollment numbers at the university. HREO explained that the cost-of-living adjustment, proposed by the state last year, was budgeted by CCU. In addition, the university had to absorb an 18% increase in the cost of health insurance in 2023.
- HREO announced plans to launch the new NeoEd software and will offer training sessions soon.
- Questions regarding the expiration of access to CCU Alert after a two-year subscription period without notification were shared. It was acknowledged that this issue will be investigated.

c. HREO Updates

None

5. UNIVERSITY PRESIDENT REMARKS

President Benson delivered updates regarding the recent BOT Meeting held in Columbia, SC. He discussed the ongoing debate in the Senate concerning tuition mitigation. He also provided information on the Highway 544 Pedway, noting that a \$5 million grant from the US Senate has been allocated, with an additional \$5 million pending approval from the state. President Benson also mentioned that applications for President’s Ambassadors are being accepted. He informed the group about the upcoming Groundbreaking ceremony for the Hackler Clubhouse scheduled for March 25th. President Benson provided updates on the progress of Thompson Library.

6. TOPICS OF DISCUSSION

a. Committee Reports

- The Communications Committee shared its efforts to make staff senate more visible across campus.

- The Policy & Welfare Committee seeks to enhance staff welfare through proactive initiatives. The Committee Co-Chair introduced a motion to amend the Committee charge, which was seconded and will be put to vote in the next Staff Senate meeting.
- The Staff Recognition Event Ad Hoc Committee reminded that the nomination cut-off March 15th.

b. Open Floor for Discussion

None

7. UNFINISHED BUSINESS

None

9. NEW BUSINESS

- a. The Membership Committee has reorganized the Representative Groups.
- b. Bylaw Review
 - Bylaws Article IV Section 1 remains as is.

10. ANNOUNCEMENTS/GOOD OF THE ORDER

- a. April Betsch presented CHANT411's Umbrella Sharing Program.
- b. Homework
 - Review Bylaws
- c. Important Upcoming Dates:
 - Retirement Reception – 3/21
 - TEDx Coastal – 3/30
 - Chant Rock – 4/4
 - Relay for Life – 4/6
 - Sustainability Symposium – 4/9
 - Countdown, Don't Meltdown – 4/10
 - Lackey Awards Dinner – 4/10
 - Chanticleer Celebration of Life – 4/11
 - Teal Youth Day I – 4/12
 - CCU Triathlon – 4/14
 - Giving Teal Tuesday – 4/16

- d. Next Staff Senate Meeting:
April 9th, 2024
Alford Ballroom
9:00 a.m.

11. ADJOURNMENT

There being no further business the meeting adjourned at 10:00 a.m.

Submitted by Daniela Johnson