



STAFF SENATE MINUTES

MINUTES

October 21, 2020

10:00 AM

ZOOM Conference Call

President	Allison Thompson
ATTENDEES	<p>Senators: Debbie Beaver, Mallory Benedetto, Benji Buffington, Fernando Cordova, Dan DeJarnette, Leslie Exmeyer, Therese Filhiol, Andrew Hardee, Christie Hemphill, Meagan Morris, Meghan Olinger, Melissa Rhodes, Lamont Windom, Hope Young</p> <p>Visitors: President Dr. Ron Berry, Andrea Black, Dr. Kelsey Bohl, Dr. Michael Camille, Kristi Davis, Katie Dawson, Dr. Valerie Fields, Amy Hedges, Marla Herrington, Joanna Hunter, Mark Labude, Alma Marjanovic, Sabrina McClain, Jamie Norris, Dr. Morgan Morgan, Cheri Perkins, Noelle Prestridge, Josh Tolleson, Tom Torregrossa</p>
Excused	Robyn Jordan

Agenda topics

The October 2020 meeting was called to order by President Thompson. Roll was called by Secretary Hemphill. The motion to approve the September 16, 2020 Staff Senate Meeting minutes was made by Senator Olinger and seconded by Senator Buffington.

President Thompson welcomed all visitors to the meeting.

Guest Speaker **Dr. Ron Berry - President**

- There is renewed interest in the university from the community.
- Melissa Ducote is working on creating a compensation plan. This will provide pathways for staff to go through a review process every 5 years for moving into positions in their path along with salary increases.
- Work is ongoing to determine if the budget will allow us to reward employees with a salary adjustment this year.
- President Thompson and Bruce Walker have agreed to serve with others on the Focus Group Taskforce to hear all ideas across campus. This will feed into the rolling Strategic Plan. The goal is to have a standing committee for this.
- We would love to have a Women in Leadership Program all year long and have a Student Leadership Program.
- Planning is important and gives us a guideline, but culture is the most important thing for the success of any organization.
- The budget this year has allowed us to create an Office of Diversity, Equality and Inclusion to be led by an Executive Director for Diversity, Equality and Inclusion. This position will report directly to the President and is expected to be in place and announced to the public in January.
- Commencement is being planned as something special for students and families, although COVID limitations are making it difficult. COVID is still a threat, and it's important we do our part to stay safe.

Dr. Berry has agreed to fund Staff Senate items (e.g., shirts, name tags) to increase Senators' visibility at group events.

Continuing Business	Kristi Davis – Business Affairs
<p>The holiday schedule is based on the calendar year and on where the holidays fall on the calendar. All leave is based on the calendar year. We are allowed to have 14 days of state holidays per calendar year. The document that establishes the holiday schedule shows the fiscal year, but reflects the holidays established for the periods of the calendar year included in that fiscal year.</p>	
Continuing Business	
	<p>Committee update –</p> <ul style="list-style-type: none"> ➤ Communication Committee - Senator Beaver – No updates at this time. ➤ Staff Welfare Committee – Senator Hemphill – No updates at this time. ➤ Handbook Committee – President Thompson – A draft of the updated handbook has been sent to the Committee members to look for any errors or corrections. The goal is to have the Handbook approved and posted in 2020. ➤ Constitution and Bylaws – Senator DeJarnette - No updates at this time. ➤ Elections Committee – Senator Rhodes –No updates at this time.
Continuing Business	Crisis Leave
<p>President Thompson, citing the diligent work of the Staff Senate over the past few years to get the Crisis Leave policy established and updated for Unclassified Staff, announced that there now are over 1500 hours in the Crisis Leave Pool.</p>	
Adjournment	
<p>There being no other business, the motion to adjourn was made by Senator Hardee and seconded by Senator Olinger.</p> <p>The next meeting is scheduled for November 18, 2020, at 10:00 a.m. via Zoom.</p>	