

Staff Senate

Minutes

12/14/2022 | 3:00 PM | UC 307

Call to Order – 3:00 PM

Approval of 11/16/2022 Minutes – 3:00 PM

The minutes are approved.

Approval of 12/14/2022 Agenda – 3:00 PM The agenda is approved Senator Christmas and Senator Johnson

University President's Report, President Michael Licari – 3:00 PM to 3:15 PM

We had some good commencement ceremonies on Friday. I want to thank you for making sure those were good for our students and their guests. Thank you, Kyle, for making sure we had that nice new background and includes our values. We want the Dunn Center to look less like a gym. It's really hard. We continue to chug along and finalizing the strategic plan. We have some adjustments. Dannelle will reconvene after the break. When we met earlier this week we started to talk about some plans for how to workshop the strategic plan in the spring semester. I asked for her to start planning. Watch for more information we are almost done. Design work on the new welcome center continues. We are very excited. Every time I meet with Don Jenkins he reminds me that blue and white are not our colors. We are working as quickly as we can. Some of the designs so far have been really cool. Very exciting. Not sure how aware you were for what Sodexo was going to do but there is a desperate need for more space. The cafeteria would move to where the old bookstore was on campus. That's the part that has some delays and snags. It's cost increases. We have to go back to the board in March for an additional ceiling of funding. I'm not surprised the cost of everything is going up more than everyone would have thought. The plan is still in place it will just take longer to work. I am excited about the efficiency and feeding a lot more people. For FY 24 we got off to a good start off the THEC recommendations.

For higher education and us specifically. The next step is for us to develop our own internal budget. What we do at this time is host a breakfast. I will be hosting ours on Friday. A good opportunity behind closed doors to jut chat with folks and get on the same page. I reiterate how important it is to get that 13.7% increase and the extra dollars THEC is recommending so we can hold tuition increases down. We need the additional funding to finish the Health Building. The last of three years' worth of institute for military studies those are our funding priorities. It's good the institute is up and running and has some things we have accomplished this Fall. The third round of funding shouldn't be too hard to get. A little bit of work on Friday morning it is a supportive group they love APSU usually it's how can we help you. These are positive meetings. Curtis Johnson was in a good mood this morning. A lot going on but it's all good. Just in time for campus to calm down instead of running crazy like

Staff Senate

Minutes

12/14/2022 | 3:00 PM | UC 307

we were last week. Senator Powell says stepping back to talking about the cost of bookstore renovation and everything going up has there been any discussion about compensation increases? Compensation increases come in part from the State like the 4% salary pool it was a 2% and we had to come up with the other 2%. Those talks come with the state. I haven't seen anything yet but its way early. If the state did 4% last year I'd be surprised if they were going to be insensitive to what we are dealing with. We are all feeling it everybody is. I was shocked at the cost of eggs at the store. It's cheaper just to go out and get breakfast.

Action Items – 3:15 PM to 3:45 PM

- Bylaws and Constitution Revisions- Do we approve these as they are written Tara and Wes make the motion and second. Is there any discussion? Senator Christmas says a friendly amendment of the APSU word mark at the top. Anything else? Hearing none. Nobody is opposed. Next, we will look at the bylaws. Treasurer Board and Senator Prescott seconds. Hearing none. None are opposed.
- Recognition and Appreciation Initiative-Tara and Wes motion and second all those in favor say I. None opposed.
- Support for Current Pending Policies- I will say that they have not updated the website. It was the conflict of interest that has to be approved by the board of trustees. The only change was an addition for faculty members so that they could not teach their children. It seems like a conflict of interest. Doesn't really pertain to staff. Senator Powell says being a university this size we might only have one professor teaching a certain cost. But what about if there is just one person teaching a course? If it's a higher-level course nobody else taught and part of the student's major there could be an exception. VP Fisher says do we know when these will be released for review? Our next meeting is the second week of January. I do encourage you to utilize the comment form on the pending policy site. If you see something be sure and submit it. We do discuss those comments in detail.
- Employee Discounts Task Force- We have this website on the employee website and I call it a working list. Some are local and some are the state of TN. I say working list because we don't have the man power to update this in real time. Our request is to see if anyone would be interested to serve on a task force and calling this list to see if this is still offering or a bigger discount? Maybe adding local business who aren't on the list at the moment. If you are friendly and you like talking to people and saving money. Emily Despain, Vanessa Sanford, Lois Briones, Veronica Prescott would like to serve on the discount committee.
VP Fisher says when was the last time this was updated or verified? Before 2022 for sure. The only updates I have made is adding businesses directly that say they will. There are some a little far out. You wouldn't have to

Staff Senate

Minutes

12/14/2022 | 3:00 PM | UC 307

contact Dell or Samsung. Because we are all educators in a sense we are offered that discount. I think we have four people who are offered. Donna Conklin will also serve on the task force and Tim O'Neal's also interested in serving. Senator Bailey says we will just need to be sure to coordinate VP Phillips and HR to be sure we aren't stepping on toes. Hannah can mark the ones she has updated recently. Emily will work with Kris to make sure we aren't upsetting anybody. President Allen will reach out to the task force. Treasurer Board motions and Tara seconds. All those in favor none opposed. The motion carries. President Allen says this really helps me a lot. This is a big help for the campus community as a whole.

Information Items – 3:45 PM to 3:50 PM

- Help an Elf Update- we completed our help an elf adoption we adopted a family of four elves and we raised \$805 and gave 8 gifts per child. Thank you to everyone who contributed. Hannah has a list of the gifts purchased and can purchase on zoom. Just a quick update there. It seems like December is a hard time to take away from families. We decided not to have a social for December.
- Monthly Social for January- VP Fisher has an idea. We have been doing student stuff, sports, music, and art. I feel like January is a time to say we will go the gym. Let's challenge faculty senate and SGA to see who can log the most hours. The foy can set in sign in sheets to help us out. If you go you can sign in and say you did three miles or whatever or we can have a dodgeball game and just peg them. I am kind of waffling on that. Maybe we can do something in January at the foy and remind each other its free to go and be healthy too. Dodgeball/volleyball less likely to get slammed in the face with a ball. Not everyone has to play. We would need at least 10 players though.

One day activity we'd all have to be there or a month-long challenge I can go walk on my lunch and crank out some miles. Emily said I like that people in our office go after work and stuff and can get people out. Senator Gaither says if you ever start going it gets us in a routine I feel amazing and it's free like you said. Senator Gaither said classes don't start back until the 8th part of January is cut out but maybe it can go to February 8th. They offered us time on the low ropes but those are also offered they are all celebrating their Christmas today. Wes says even if they don't we can set a standard and be challenge its certainly a challenge for ourselves. The Foy said they can open the climbing wall we can have a bunch of things or whoever has the most hours. Emily says I'm not going to climb anything but I'd walk. Anja is over there and in charge we can work with her and see how we crush the faculty so many points for 15-30 and an hour or classes. 10 points for running a mile. Let's not get crazy. President Allen is anti-running since she broke part of her foot. They didn't know about it. It seems like you broke your foot awhile ago.

Staff Senate

Minutes

12/14/2022 | 3:00 PM | UC 307

VP Fisher said someone and I can work together to set it up. Other ideas or comments. VP Fisher says if you want to work with the foy and write up a challenge. They will feel the fear. Do we want to start January 17th? VP Fisher says if I sit on my couch until January 17th I am not going to want to get up. Emily says can we start on the 9th and run through mid-February. VP Fisher and Senator Powell will figure out the point system and write out the challenge. We will send it out to senators first. Can we open it to all staff? All staff to all faculty. Lynn says Wes and I will come up with something and send it to you guys. It can encourage team development.

Senator Questions, Updates and Announcements – 3:50 PM to 4:00 PM

Are there any? We have a long break. Senator Stuard heard Shirley Tabb's husband passed. We did know about Patrice's husband and we will get a card and assign people to stop by to sign the cards. Senator Gaither asks if Senator Shire is doing better? Senator Turner says she has been coming back in some and had her 5th of 6th doses yesterday and may not have to have radiation she's sad she didn't lose all her hair she is slowly starting to come back and working remotely.

We had a question on our website. They can submit here on our website. We will work to point them there. Could we get our longevity check separate from our regular pay check? When you start getting it doesn't seem like much. It is calculated into your main check. The longevity pay is taxed at a higher rate and it's calculated separate from your regular check it should be totally different on your pay stuff. The answer to that question of getting two checks on your anniversary is a hard no because it creates unnecessary work for a department that is overloaded.

If you have any questions you can ask the payroll Director Kimberly or Myra or Robert over there in payroll. Those are the contacts. Any other updates or announcements? Events? Etc? January 19th basketball game COB is giving away their monacles up sweatshirts at a basketball game. That's still in the Dunn for the last year. Enjoy it while its cheap. President Allen is working to schedule the staff service awards in may the week after commencement it's normally in July but it seems like so many take vacations in July we are looking at may I am working with the president's office. We will be reaching out from HR for maybe a little more collaboration and participation. Last year it seemed like it was just the benefits office. We would appreciate more people getting involved. Senator Powell and Treasurer Board motion to adjourn.

- Next Meeting
 - 1/25/2023 | 3:00 PM | UC 307

Adjourn – 4:00 PM



Minutes

12/14/2022 | 3:00 PM | UC 307