

Staff Senate

Minutes

11/16/2021 | 3:00 PM | UC-307

Call to Order

Approval of Minutes

- Meeting: 10/27/2021
- **Minutes are approved by Senator Johnson and Seconded by Past President Mitchell.**

Strategic Plan Update

- Dannelle F. W. Whiteside-VP for Legal Affairs and Organizational Strategy

There was a meeting prior to this staff senate meeting where the document previously sent out has changed a bit. They have been working on this for the last 8-9 weeks and they have gotten a lot of feedback including 5 townhalls and an email was sent out last Friday asking for feedback. Today, we had a meeting to take the feedback in and see what changes needed to happen. Hopefully, we will meet tomorrow to get a finalized version. Please understand that what you see today will not be a finalized version. As we go through this, I want to listen to you. Be thinking about where you see yourself in all of these mission, vision, and value statement.

- Mission, Vision, and Values Statement

Mission:

Primarily, at our core we exist to transform students. Scholarship is important and compassion is really one of those words that we wrestled with. People tend to say this feels like a family. An expert on our committee said family lands differently with different people some people don't get along with their family. Innovation speaks to the research component. We got some pushback on the use of the word "Governor" so that may not be in the final version. What are your reactions? Hate it? Love it? Does it feel like why you are here?

Senator Nicholson says, I love the word Governors once you land on this campus we are all Governors I don't understand the opposition to that because that's who we are. Dannelle says the reason we chose Governors is because we want anyone affiliated with APSU in any way to feel like they are a part. Senator Fisher says can we add APSU governors? Senator Johnson says what about where we want to push them to be? We want to push them to graduate. Senator Allen says but we are governors too so we aren't all graduating. That's putting it back on the individual so they can take it on. Senator Gilbert says they may want to be somewhere like they would have to go somewhere else in order to achieve it 4/10 student workers in my area are on academic alert but they are trying. We can't promise that they will get to where they want to be. Past President Mitchell says I don't read it that way I read it was we are providing the experiences to get them where they want to be and achieve their dreams. I like the term Governors as a staff member because it

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provides opportunity to us as well and see where we want to go in our professional growth journey here on campus.

Vision

The mission is what we do and our vision is where want to be. It may sound aspirational because it is. At the end of the day it's about where we want to be. A lot of folks may say they don't know where APSU is they haven't heard of it.

Dr. Nakutis says some students may have started with WGU and feel like I should have started with APSU and that's what we want we don't want to be an afterthought. We want people to want to go here. We had to think about SACSCOC requirements too. So, some things landed there in the vision. Dannelle loves to hear dissenters so please say why or if something doesn't land right. Senator Johnson we want them to improve their life our vision was established to educate our community. Not sure how to word that. That feels like the goal. Dannelle says we will likely add a community component to our value section. The place where we say community really talks about internal community here at APSU but doesn't speak to economic development areas and external ways we are involved that sort of thing. We brought LaNeeca in to help us frame this better and bring in valuable diversity feedback and signal that we value diversity in individuals. Diversity is a tree and we want welcoming and belonging to be highlighted diversity doesn't really speak to how we will treat someone once they arrive. We want to make sure there is an emphasis on inclusion.

Senator Fisher says please remove the D in welcomed and change it to welcome all are welcome? We talked about that. Senator Fisher says we always welcome then. Senator Wornhoff likes we can all learn and thrive. Learn and thrive I like this goes beyond welcoming for me. Senator Nicholson says we work with all the nonprofits in Clarksville we have the TN promise kids' freshman service project. Any student needing service hours. I don't know how that piece fits in but all the scholarship students who have to do 75 hours have to work in an office somewhere they do have to learn.

Dannelle says she feels like that piece is missing what we do for the community. Senator Thompson says we have all these billboards everywhere that says Gobs lead but I don't see any leadership in any of these statements anywhere. It does not need to be there but this is an observation. Dannelle said Gobs lead is going away. It didn't say anything about who we are. I do appreciate what you are saying some mention of leadership. The word leadership has a strong connection to the previous brand position. We are trying to move away from that.

Senator Wornhoff academic excellence in terms of practical did that rub people the wrong way? No. They didn't like the mission at all. They really like the vision. Besides adding community piece we will be changing the word esteemed it doesn't land the way we want. Feels like we are bringing people here to increase our

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reputation but we want to instill loyalty, pride, and support. We didn't get any pushback on the academic excellence. Senator Nicholas said I like that it feels practical. Senator Jeffers like the idea that they are short and concise easy to remember and understand. It's important no matter what department you can say what you do to promote those. It gives you motivation in your position. Dannelle says precisely, whatever you do you can say yes, I fit in this phrase. Senator Fisher says, the lifelong engagement piece feels a little off for me. I did mention this in the townhall. I heard that as you are creating a feeling of, I am going to support the university for the rest of my life and what I would like to see is I want the university to support me the rest of my life.

We are in an agreement that we support each other. APSU will support me as a Governor we are proud of our alumni and APSU is always available if they want or need more. Not only do we want them to give us money for the rest of our life but we support them too. Dannelle says I hear what you are saying. Senator Jeffers says integrity is a great virtue but there are a number of others courage, perseverance. Was there a motivation behind integrity? She says that's what the committee landed on. This is how we operate integrity is one of those core pieces. We could have 25 of these honestly and it would still be correct in terms of how we operate. VP Allen says can you tell us about using personal growth over professional? Personal feels all encompassing to address the entire person. Part of our experiences are for your life. VP Allen says focusing on developing successful people as a part of a whole note just part of a profession. Senator Nicholson says where we grow as person comes through as our interactions.

Is anyone struggling to see the connection here? Dannelle says from here we are moving to other presentations. You all are the first in front of a body. Thursday, we have faculty senate. The board of trustees will hopefully approve this. My hope is that you can say I know exactly why we are here my mission is this. I want this to be in our hearts and know this is how we operate as governor. Dannelle says please email myself or Emily Lean, or Kat Bailey

We have an anonymous question I like the values however I was surprised nothing specific in the mission about improving the education of the community in connection with Fort Campbell?

Dannelle says, we wrestled with that. She said if we included a particular community or group it felt like it alienated others so we chose to include more inclusive language. That's what we landed on. Dr. Nakutis represents that community and pointed out that our military students are everywhere. That helped solidify we shouldn't identify one group.

There is nothing about persistence to graduation just states improve their life and move them from where they want to be.

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President's Corner

- Dr. Michael Licari
- COVID 19 Mandate Update

The Governor did sign the bill from last week as you saw. In that are a number of provisions that affected us right away. We were having to take down a number of signs and things the biggest difference is that we must drop the mask mandate we do not have to drop the back the vax initiative so we will be continuing with this. Quite frankly, the message I will have for campus Friday is that is more important than ever to get vaccinated. It's helpful now that children under 12 can get vaccinated. Hopefully that will help. The concern of course is that us stripping the last remaining protocol we have that numbers could go back up. We will talk about this in the covid task force meeting tomorrow afternoon. Nobody has to take their masks off. We just can't make you wear one. If we tie levels of service quality of service or access to wearing a mask or not then we are violating the law. We can't say mask wearers you can't come in. Or students not wearing a mask you have to sit in the back. We need to find a way to encourage and recommend but we won't get in trouble cross wise with the state law.

A good 60% of the university's budget comes from the state we can't just ignore this or challenge it and dare the state to come at us we can't do that. My job is to advance the university. We will lose if we challenge the state it's not worth it and we will lose. Our students will be worse off as a result. We will try to find a way to move forward encourage mask wearing and set good examples for everyone being around. I left the house and was walking to the office and passed a lot of students and most had their masks on. So, we will see. Essentially, that's where we are. The other intersecting thing that caused me to get some emails this is confusing, the intersection with the federal vax and mask expectations. The thing is under those federal expectations we don't meet that. It's a dollar amount or a new contract coming from the feds with those provisions in there. None of our agencies have reached out about revised MOU's I anticipate that will take place. At some point we will have to sign something with fort Campbell and that will come up. Only then can I go to the state comptroller and ask for an exemption. I have to wait for a federal action that would require campus to be vaccinated. As of today, I am waiting that's all I can do is wait. I cannot act until then. UT is petitioning. They are there by dollar amount. We can see what kind of questions they get and what kind of attitude the state comptroller's office has. I can learn a lot. When it's our turn I can be more prepared. Really all we can is encourage people to be vaccinated and recommend mask wearing. We cannot require it at this time. We are sort of stuck right now. Regarding the vax requirements whenever the federal agencies we are in relationships with ask for it we can move in a different direction but not until then. From my prospective, this is disappointing. There just isn't much we can do until we get a federal partner.

Senator Fisher says there is some language about quarantine? Can we no longer compel people to quarantine if they are covid positive? Dr. Licari says we need to talk about this tomorrow. With Dannelle and Corey I think that is the case that we cannot compel them to quarantine. That is obviously a concern that we can't make them stay home they will do it. They come to work now with all kinds of crud. I need to know a little more about where the

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boundaries are regarding what rights we have. I need to understand what rights management or supervisors have to tell someone you're too sick to be here you need to go home. We do that now if any employee is throwing up. The flu isn't political like this is there might be less room regarding covid. We will have that conversation tomorrow.

Past President Mitchell from the google form, is there covid leave offered or do employees have to use their own leave? We are kicking this to the meeting tomorrow. That depends on whether or not we have any room under the law to keep people isolated if we don't maybe the idea to reopen some leave isn't a bad idea to make sure people aren't coming to work with covid. You don't want to wipe out 10 days.

Senator fisher asks, will we continue testing? He says I don't see why not. In talking with Gerald, the need to test athletes continues and I see no reason to shut that down. Eventually we will be done with this crap. Local law enforcement needs to run drugs and we have that capacity now we have that ability now. I don't see the volume we used to see. In looking at your reports I don't think there is a need to shut that down.

Senator Board says if quarantine is off the table do we have work from home as an option? Yes, that's always been an option. I can't say blanketly anyone who would normally be isolating can just work from home. We have a lot of people on campus who cannot work from home. There has to be an approach that's fair and balanced. One that strikes the balance between keeping people safe and helping people continue their work. That is just one of those not obvious answers, right? If you have a desk job in IT or payroll you may be able to do that at home. If you are a university police officer—nope. So, it's very job dependent.

From the Google form, so much information around covid promotes fear and anxiety has there been any thought to develop a healthy living campaign? Those efforts have always been in a place. I think maybe they are just getting drowned out now. The Tennova sites the covid stuff has come down and it's gone back to breast cancer awareness or heart health. I even said all of this attention from covid and all the deaths from other issues are going to go way up. The challenge is so much is in flux my communications to campus have to almost entirely be about covid. It's hard there's no good way. They aren't wrong to worry about other issues for faculty and staff.

Can APSU enforce our own mask mandate? No that's absolutely illegal.

From the Google form, under previous administrations we have been allowed to leave early before holidays will we be allowed to leave around 2 for the upcoming holidays? No, said with a wink.

From the Google form, why would SLT for hazard pay to wait until after May 2022 for essential workers. Senator Fisher says county employees got hazard pay for working from covid. Could APSU essential workers and there are few police, physical plant people, be eligible?

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Our money was to replace lost revenue and there is really not any extra money. Our money came with a million strings attached. Senator Fisher wants to know what happens to that unspent money? There won't be any. If there is it goes back to the federal government. We aren't planning to send a cent back. If it has come to us already it's spent. The university lost so much in terms of decreased everything. Tuition and room and board just wiped us out. Like I said, we have a covid meeting tomorrow afternoon Jerica is a part of that group. So she myself and others will wrestle some of these questions. I am getting a lot of the same questions from the faculty senate side as well. We will learn how to move forward within the confines of the state law. Dr. Licari thanks President Swiger for getting this meeting to happen. He's glad that Dannelle could be here and thanks everyone for the flexibility.

Staff Senate President's Report

- Help an Elf - Jessica D'Alimonte

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Jessica is not here to discuss help an elf. We show the slide with the drop offs. VP Allen says anyone can contribute to this it's not just staff senate. We have four kids. Last year we had \$125 for the kids. We would love to get that again. Senator Board asks are these cash donations? Yes, and Jessica will purchase items for the children. VP Allen says an email just came out.

- Hannah Allen- Senate Polo's

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The polos are here. Big thank you to Jana (Senator Gilbert) who was instrumental in getting these for us and answering a million questions the group claps and thanks Senator Gilbert. VP Allen says we will be able to pass these out today. If anyone has an issue getting their shirt please ask them to come see me and I will get them their shirts. The men's shirts came with buttons the women's didn't bummer. President Swiger begins passing out the shirts. VP Allen says men's are on the first row and women's are up front.

Treasurer's Report

- No Report (No Budget/Funds Spent)

Department/Division Updates

Announcements

Adjournment

The meeting is adjourned at 3:54 pm.



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