

# Staff Senate

## Minutes

01/25/2023 | 3:00 PM | UC 307

### Call to Order – 3:00 PM

**Approval of 12/14/2022 Minutes – 3:00 PM-** The meeting has started on time and the minutes are approved. Senator Powell and seconded by Senator Bailey

**Approval of 1/25/2023 Agenda – 3:00 PM** The agenda is approved. Senator Prescott motions and they minutes receive seconds.

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

Dr. Licari thanks everyone. Spring always brings the state budget process. They came out favorable we are doing well in the performance funding formula. 13.4 or 13.7% we are receiving the largest % increase that any one is recommended to get. The hard work we are doing on campus is literally paying dividends. That was passed by the commission to the governor. One of which was talk about extra appropriations. That's what we did last year so we didn't have an increase. I am strongly in favor of that. It's great for our students so they don't have to suffer from additional price increase and if we can hold down tuition that's good for them. When we look at the data for why people leave APSU some just transfer out and some don't do well academically and need to be told to take some time off. Some leave because they can't afford to be there. Anything we can do helps. The other thing is the house on 2.15.23. A couple weeks to make sure were ready this is the remaining funding for the pre-professional health building. Good at the time the proposal was put together and quickly became unrealistic were back asking for an additional \$35 million to finish the building. Building a piece of the building is kind of pointless. We will be asking for this. We will see the governor state of the state address is coming up Monday evening. We will have a clearer picture soon. It's not a kiss of death we just need to do some work with our legislators to make sure we get on the same page with that. The SLT and I sat down with our state legislators. They are armed with the good news and good things we are doing here so they will know and have 20 minutes' worth of positive stories. Wanted them to understand our priorities and critical need. State budget process we will know more starting in February. The final touches of the strategic plan are just about ready to go live. Dannelle and Senator Bailey will start distributing them more widely. These are already pretty well vetted. Thank you to Kat and Dannelle for ensuring this all gets done in a way we feel good about. Stay tuned for that. In terms of planning we have a lot going on. Athletics and philanthropy are doing strategic plans. We are working on 10 year plans we are slated to expire soon and it's run its course it was great we were able to accomplish pretty much everything in the plan. It's time to start a new one so we will be establishing some working groups and all of that. A draft of the plan in front of the board of trustees by the December meeting. A lot more planning work it's all good work the campus master plan is important. You might think oh well whatever who cares but the state cares. They always check our master plan to see where this

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proposal fits. We need to get 10 years of high-quality requests. It's a plan that will be worth hundreds of millions of dollars some good hard work this calendar year.

That's my report. The town halls will be February 15<sup>th</sup> and 16<sup>th</sup>. We've got two in the morning and two in the afternoon. First convo will be with president's cabinet look for my email at the beginning of next week. VP Fisher says can you talk about the time line for some of our bigger hires. It varies by committee I was still making some adjustments to the search committees. We are pretty well set. The CIO search is another one. We are early in the process as well. You can do them in a couple of weeks they take a couple of months. We should have those done and wrapped up within six months or so. Thank you all for your time. See ya Hannah! President Allen thanks him to be here as often as he is we really appreciate his time and we know where to find him.

**Health Services – Crystal Henson – 3:15 PM to 3:30 PM-** My name is Dr. Crystal Henson this will allow us to be a full survive lab. For staff what I have to offer you are resources. Anxiety depression grief etc. We don't provide counseling to staff. All of the same things you could do in an urgent care. Need a strep test covid test or flu test. We are starting to be able to bill insurance. It significantly decreases wait times. It's \$15 for you to meet with a practitioner but there is an additional charge if you leave with anything. Once we start billing insurance will turn into a million different amounts. What questions do you guys have? Do you know what insurance you accept- Senator Thompson asks? Cigna/blue cross/blue shield. I think tri care is the other insurance. We still are waiting on insurance. Also, Medicare. That will help some of our students who don't have access to insurance. Senator Bailey says from a planning standpoint you might not have an answer. I am thinking about you guys have always provided medications at cost the nearest pharmacy is pretty far. Do we have plans to make that broader? No, typically what we do what right now is goodrx. They can show you who has your medication at the lowest rate. Because of the wide range it wouldn't be cost effective. Most of them you need to buy them in a lot its not likely that the dispensary will get much larger. We have so many students who don't have insurance or they have plans they don't want to use. We've been using goodrx to tell people where to go. Can you tell us how we are billed for services asks Hannah? Yes, it is billed into your account or you will get a bill in the mail and it gets paid through the business office. You are super easy thank you.

**Be Fit Be Well Be a Gov – Fonda Fields – 3:30 PM to 3:40 PM-** Fonda could not be there today. This is her baby and she's been working really hard for several months now. This is definitely a larger expanded campus initiative. Be fit, be well, be a gov. A collection of campus wide initiatives. This brings all employees together in meaningful ways. Employees can get involved and lead future initiatives. You can see how to be connected and be energy focused. This is just about being healthy and being good. How can you be involved, Let's give a shout out to Jana and David

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Johnson for the adorable running gov. We are challenging faculty to see who will have the most participants in the lead and we are winning currently. You have free access as an employee and there is a discount for family. There are going to be more added as we go through the year there will be prize opportunities and have more of an incentive and upcoming event. I am sure they will be sending out updates through the week. We have an EAP here and available for all benefits eligible employees to use. We have access to the Sanvello app and counseling sessions per issue per year you would have to visit in the Here4TN.com if you go to the website we have information about benefits through your health insurance plans. Take charge at work is another option to help employees.

### Action Items – 3:40 PM to 3:45 PM

- Pending Policies Policy 1:010 they had an addition about what to do with this policy. It does have to be approved by the BOT. Are there any comments? Policy 6:001 they want to separate the title 9 information so it's clearer. Please take some time to review the changes and be sure to point anyone to the comments section or leave a comment if you have a comment it's more of an organizational change. Might separate again into 2 policies. Sometimes it makes sense to keep things separate. Senator Johnson said it has like specific people and phone numbers should it be generic instead of people's names they are supposed to update it and it's a requirement to list the Title 9 person by name. They do have to have specific listings. Any other? Perry says can you clarify this policy? She says they combined two policies together. The title 9 person has always been in HR but then LaNeeca Williams is also the title 9 coordinator and it used to be Sheila. Senator Bailey says it's a good time to note they have relocated. Now their offices are in Browning. If you are on the main floor you can't miss this office. They went where the accounting folks used to be.

Policy 7:008 they made a change to excluding philanthropic funds. Senator Despain Weide doesn't want to be the spokesperson we have reviewed the major policies do you have any major concerns you want me to take back to the committee. VP Fisher motions and Senator Powell seconds. Any other discussion those in favor say aye none opposed.

### Information Items – 3:45 PM to 3:55 PM

- Foy Fitness Challenge- just kind of want to remind people staff are winning right now it's easy to check in just tell a student you are a staff member. It might be beneficial and an update on the score as reminder, maybe February 1<sup>st</sup> we can send out a reminder. Senator Bailey says we could pick a walking day this month where everyone goes to walk on the track. Senator Bailey will give up her lunch and Senator Bailey will organize a walk. If you just want to you could reply all. Come join me.

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Lynn says she heckled the Di Paolo because he's a frequent user so I threw down a little challenge and I hear pounding and he was there to show me he was already there it's fun to challenge the faculty.

- University Standing Committee Report- has anyone met? As an update those meet as needed generally. We've had a quiet semester so far. I'd have to look into that. Some only meet as necessary. People are happy I would hope. Beth says the sustainability committee is on a break since Olivia left. That makes sense. Haven't heard from the parking committee. Jasmine said we met once and then Rasheda came and talked about most of what we learned.
- Monthly Social for February- what do you guys want to do? Senator Bailey says it's black history month might look into WDAAC Christina Perry says it's all over campus. Also, there's a Clarksville community concert on 1/29 that's a little close. Feb 7<sup>th</sup> science on tap- strawberry alley science on tap. Doesn't have to be 21 and up we might see what's around town. Kelly had sent out doodles before. Maybe we can support the WDAAC the attendance is really low especially women's basketball. Senator Johnson said staff just don't know people on campus they don't know what to believe. Could we announce something from HR when people are newly hired maybe put a picture with it? So when I see people you know they are new. You don't know whose staff and who is not. New hires of the month. Jasmine said I know who leaves but never who comes. Shahrooz sends out a monthly newsletter but nobody else does that. It would help the culture if you knew who was staff. Get to know people I guess. I am always wondering who is doing whose job.

Megan Garner was going to say when departments totally re organize we are finding out in real time someone isn't here any more so just when these offices change. Not only are they gone but their position is gone. We have the WNDAACC basketball night and maybe do that one. Lunch time forum with lunch panel. Melanin Magic. Sneaker ball. Kelly will send out a doodle poll. Next meeting is in February. Distance ed is hosting our tech series its about zoom updates. We all use zoom. Tech bites. Some are faculty as well pretty cool updates. That's on Feb 7<sup>th</sup>. Jana has an announcement a lot of people are complaining about the new logo and embroidery because it doesn't embroider well we had vendors reach out a lot of departments take their own apparel items and vendors contacted us that people were upset. We talked to the president and got a version approved so if someone has been upset they can reach out to get this logo that's just for embroidery purposes. He has approved this for just embroidery purposes. Like Lindsay just got one. They should reach out to you for that embroidery purposes. It will have the full logo on it. The president had to approve it and he did. The swoosh even goes under that. Someone in the last meeting signed up to work on discounts and I talked to Kris and I made a list of ones that would be weird or an issue and he said they are all fine. He would love to see a list before we call. He wants to know about it. Emily is happy to talk to him about it. General updates in your area. Jamie has a question- HR used to give that stuff out has anything been said. That's the last shirt we have all gotten. Jacenda

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reached out to Jana and it might be a budget thing. Senator Gilbert says a polo would be cheap at \$12-13 apiece.

Senator Turner said wellness days were discussed did we have any updates? Was anything decided about that? It would be nice if we got a full day or two days. I guess that's why we accrue leave.

VP Fisher is asking if we as staff senate can congratulate the gov. Send him a card? We have his information- we will bring him a card.

### Senator Questions, Updates and Announcements – 3:55 PM to 4:00 PM

- Next Meeting
  - 2/22/2023 | 3:00 PM | UC 307-open to anyone who wants to attend. If someone is interested and wants to check it out invite them to a meeting. Senator Bailey says the women's club is getting a reboot. Can you tell us what that is? The women's club exists to deal with the Harvill scholarship it helps women get to know APSU and build relationships get to know APSU itself and provide a space for growth. Look for some stuff to come out mid-February. Cost to join is \$25 we will build monthly events it used to be a lunch time thing we will talk about it when we get more people interested. It's open to former employees currently and the community it's coming back.
- Senator Powell says there are some upcoming opportunities to get free or greatly discounted trees for your yard first one is through the Clarksville tree board. I believe this will be through liberty park it's first time first serve by 10 were done with 1500 tree. TN tree day is greatly discounted tree seeds its more discounted. Then there is one other a native plant sale he does will be at the end of march I'll try to send those links. Those come from something here on campus. Can Senator Bailey have Charles call about it to go in FYI. Wes says we do every year. Big rush and then crickets.

President Allen brought some freebies which are left over from the benefits fair.

**Adjourn – 4:00**

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