PRESENT: Kim Blevins, Carolyn Bond, Amy Bower, Queen Brown
Robert Calkins, Cindy Canter, Renee Couch, Tim Dills, Corintha Duncan, Denise Dunn,
Charles Forester, Linda Greenwell, Angel Haire, Donna Lee, Diana McClay, Donna
Murphy, Terry Nelson, Betty Ann Proffitt, Sherri Renfro, Wanda Richardson, David
Robinson, Vanessa Stephens, Karen Sullivan, David Collins, John Sanders, and Pamela
White.

ABSENT: Constance Alexander (excused), Lisa Blackburn (excused), Sharon Chandler
(excused), Dilawar Grewal (excused), Betty Grice, Judy Oaks (excused), Debbie Parks
(excused), Jamie Simmons, Kathy Smith (excused), Patricia Stafford (excused), Debbie
Starnes, and Carla Warner (excused).

The meeting was called to order by President Sullivan at 2:30 p.m. President
Sullivan explained that due to the reorganization on campus, Dr. Wilsie Bishop will no
longer serve as advisor to Staff Senate. She introduced and welcomed Dr. David Collins,
Vice President of the Department of Finance and Administration, as new Staff Senate
advisor.

MINUTES: Senator Blevins made the motion to approve the minutes of June 11, 2007.
Motion seconded by Senator Robinson. The minutes were approved without change.

TREASURER’S REPORT: Senator Bower reported that the Operating account stands
at (-$403.25) and the Foundation account is currently $0.00.

COMMITTEE REPORTS:

- Staff Development and Evaluations: no report
- Committee on Committees: no report
- Committee on Elections: Senator Dills advised he will be meeting with
  committee members to begin preparations for upcoming Staff Senate elections.
- Thanksgiving Food Committee: no report
- Picnic Committee: no report
- Blood Drive Committee: no report

OLD BUSINESS:

1. Staff Concerns and Grievances:

   A. Longevity Issue: Senator Renfro reported that as charged the Staff Concerns
      and Grievances Committee met on June 27, 2007, to begin the compilation of
      the pertinent facts and information regarding longevity for long term, part-
      time employees in order to bring recommendations back to the July Staff
      Senate meeting for further discussion and resolution. Those serving on the
      committee were acknowledged and thanked for their participation. She
especially thanked Mr. John Sanders, Associate Vice President for the Department of Human Resources, who met with the committee as an informational/advisement resource in the matter, and acknowledged his viable guidance during the process. Senator Renfro distributed a synopsis of the June 27th meeting, which covered the following points:

- The Staff Concerns and Grievances Committee charge was reviewed as stated in the currently amended bylaws.
- Senator Calkins restated his issue regarding longevity for part-time employees.
- Related personnel policies were discussed.

Much of the discussion centered on whether the matter is an issue for Staff Senate or whether it should be a personal issue of the affected employee(s).

The committee found that:

- ETSU policies are being administered fairly in regards to part-time employees.
- Policy change would require the matter to go to the Tennessee Board of Regents, and that the policy is actually a state legislated policy, which affects all state employees.
- There are 39 part-time employees at ETSU, and of those individuals, 12 have been elevated to 82% to receive longevity. There are only five part-time employees currently at 80% with an average length of employment of nine years.

Senator Renfro reported that the committee decided that the matter should go through the affected employee’s department, as it is a budgetary issue and not a policy issue. She stated that the meeting concluded with the following motion by Senator Grewal and seconded by Senator Proffitt:

“As an effort of good faith, to show that we are concerned for emotional well being of the 39 part-time employees, I move that we recommend the following to Staff Senate:

Staff Senate shall make a formal request to the administration to commit one hour of their time to review the part-time longevity as it relates to the ETSU campus.”

After a lengthy discussion, President Sullivan called for a vote by show of hands regarding the resolution. Results: 1 in favor of the resolution

23 against the resolution

**B. Appeals Regarding Excessive Absences**: Senator Renfro indicated that the committee discussed and voted on two appeals from Senators with excessive absences, and whether or not to dismiss them from Staff Senate. Based on
reasons given to the Staff Concerns and Grievances Committee the results were as follows:

   Reinstate – Corintha Duncan
   Do not reinstate – Linda Lett

President Sullivan called for an open discussion regarding the matter. Motion to accept the Staff Concerns and Grievances Committee’s recommendation was seconded by Senator Blevins. A vote was taken. Motion carried.

2. Staff Senate Representation: During the June Staff Senate meeting, Senator Bond requested that the Library be allowed to have a representative from that entity, since it was not connected with a school/college. In order to define or clarify entities that may be entitled to representation, and to prevent revisiting the matter in the future as there may be other schools/colleges established with the university after ratification of the amendment, Senator Dills distributed copies of the current revised Article III Membership, Section C. (as of amendment February 2004), as well as the following proposed change for Senators’ consideration:

   Article III Membership (current verbiage)
   C. Representation
      In addition to the thirty Staff Senators elected from EEOC non-faculty employment categories, eleven members shall be elected as follows: Each School/College will elect one representative with the exception of the Colleges of Arts & Sciences, Business & Technology, and Medicine, which will each elect two.

   C. Representation (proposed change)
      In addition to the thirty Staff Senators elected from EEOC non-faculty employment categories, each degree-granting School/College will elect one representative with the exception of the Colleges of Arts & Sciences, Business & Technology, and Medicine which will each elect two. Any degree-granting School/College established after ratification of this amendment shall be entitled to one representative.

   Current Degree-Granting Colleges   Non-Degree-Granting Entities
   Arts & Sciences (2)               Honors College
   Business & Technology (2)        Library
   Continuing Studies (1)           Student Affairs
   Education (1)
   Graduate Studies (1)
   Medicine (2)
   Nursing (1)
   Pharmacy (0)
   Public & Allied Health (1)

Discussion followed. Senator Duncan made the motion that the matter be remanded to the August Staff Senate meeting to allow Senators time to consider the proposed amendment, discuss and then vote on the matter at that time. Motion seconded by Senator Greenwell. Motion approved.
3. **Future Tours:** The Senate agreed that it would be beneficial to do at least one tour per semester, and perhaps visit the Gray Fossil site in the fall or spring. Other suggestions for future tours are welcomed, and may be forwarded to President Sullivan or Senator White.

**NEW BUSINESS:** None

**OPEN FLOOR FOR NEW AGENDA ITEMS/CONCERNS:**

- Dr. Collins spoke briefly regarding the following salary increases effective July 1, 2007:
  - A 3% increase will be distributed across-the-board to all unrestricted and restricted regular full and part-time employees.
  - The increase does not apply to adjunct faculty, temporary employees, medical school residents, graduate assistants, student workers or University School faculty.
  - All eligible persons employed as of June 30, 2007, will receive the 3% ATB increase.
  - Reclassifications, degree changes effective prior to or on July 1, 2007, are to be applied before the 3% ATB increase.
  - Matching amount for the 401(k) has been increased to a maximum of $50 per month effective July 2, 2007.
  - Longevity payments remain at $100 per year of creditable service up to a maximum of 30 years of service.
  - The university will be providing a salary pool for equity adjustments equivalent to 2% of total salaries. The 2% pool will not be applied across-the-board.

As there were no other agenda items to discuss, Senator Robinson made the motion for the meeting to adjourn. Motion seconded by Senator Nelson. Motion approved.

Respectively submitted,
Pamela White
Secretary