STAFF SENATE MEETING
MINUTES
May 9, 2011

Note to Senators: Please share the Senate agenda, minutes, and any other enclosures with your colleagues prior to the scheduled meeting. Senate meetings are open to all staff. Agendas, minutes, and attendance rosters are available on the Staff Senate website at http://www.etsu.edu/stsenate/default.asp

PRESENT: James Batchelder, Carolyn Bond, Lisa Booher, Queen Brown, Christy Buckles, Cindy Canter, Kathy Carder, Tim Dills, Ann Eargle, Charles Forrester, Linda Greenwell, Thomas Hill, Karen Holden, Ned Irwin, Janet Keener, Paul Lavoie, Leigh Lewis, Susan Lilly, Candy Massey, Mary Maupin, Diana McClay, Joe Miller, Stephanie Nave, Margaret Pate, Chuck Patton, David Robinson, Sue Russell, Jamie Simmons, Kathy Smith, Patricia Stafford, Debbie Starnes, and Andre Stevens.


I. Call to Order

President Chuck Patton called the meeting to order at 2:30 pm.

II. Welcome Special Guest – Chief Jack Cotrel, Director, Public Safety

Chief Jack Cotrel, Director, Public Safety, was invited to speak to the Senate about three bills currently before the legislature. Chief Cotrel shared that he is a member of the Association of Chiefs of Police and is serving a three-year term on their Board of Directors. As part of his responsibilities, he is a member of the University Committee which is comprised of university chiefs from across the state, the Board of Trustees System, and Board of Regents. Chief Cotrel noted that Senator Stacey Campfield has introduced three Senate Bills 2061, 398 and 0051 (attached) relative to the authorization to carry weapons. Chief Cotrel commented that although he is a proponent of the 2nd amendment, there are times when it becomes necessary to set aside individual rights for the right of the greater good. Therefore, he noted that it is his opinion that carrying a gun on our campus and in our classrooms is not in the best interest of safety for our community as a whole. This opinion is shared by the President, University Administration, the Board of Regents as a whole, and the UT Board of Trustees, in addition to many others. Chief Cotrel did not try to sway opinions, but only served to help raise awareness of the issue. The current bills call for insufficient hours of training by either campus law enforcement or local municipalities. There is no indication of responsibility for writing the training program, specifically what the training should entail, nor was a source of funding provided. Chief Cotrel noted that even though police officers receive extensive training, statistics have proven that officers hit their target only 30% of the time. In addition, Chief Cotrel suggested that Senators view an ABC News video called “If I Only Had a Gun.” The video is of an experiment by a police department to test the ability of ordinary people, without crisis training, to react and protect themselves with a handgun under stress. The video can be viewed at this link: http://abcnews.go.com/video/playerIndex?id=7312540. Chief Cotrel hopes that Staff Senate, Student Government Association, and Faculty Senate will take a position and let it be known to our community regarding a decision on support. He further noted that House Bill 2015 (SB 0398) was the least desirable of the three bills due to the indication of such broad authorization. Chief Cotrel shared that this is the second year for the battle and believes without a doubt that this bill will resurface next year as well.

III. Approval of Minutes - The minutes of April 11, 2010 were approved as distributed and will be posted on the Staff Senate website.

IV. Staff President’s Report – President Chuck Patton

A. Salary Task Force Update – President Patton, Senator Batchelder, and Senator Renfro are staff representatives on the Salary Task Force. They are continuing to gather information from UT and other TBR institutions of some things they would like to bring forward to the task force.
President Patton noted that progress is being made and that the Salary Task Force continues to move forward.

B. **Notable Staff Woman of the Year** – President Patton noted that several months ago, there was an email call for nominations for the 2011 Notable Women of ETSU. For this award, women faculty are nominated based on achievements and contributions in the women’s studies field. In order to preserve equity, the Senate would like to facilitate an award for Notable **Staff** Woman of ETSU. Ms. Harriett Masters, Women’s Resource Center, is heading a committee which will begin work on determining the criteria for the Notable Staff Woman of the Year. President Patton noted that the chair of the Senate Staff Awards Committee will also be an integral member of the committee. He further commented that there are a number of notable women staff members who have achieved momentous strides in their work as well as in their lives and should receive an opportunity to be recognized for their hard work. It is anticipated that by fall 2012 the inaugural quest for the Notable Staff Woman will begin.

C. **Discussion on Handgun Bills** – President Patton requested that Senators review the Senate Handgun Bills and be prepared to offer an up or down vote at our June meeting. At that time, we can effectually offer Chief Cotrel the stance of the Staff Senate.

D. **Centennial Closing Convocation** – Senator Keener shared that the Centennial Closing Convocation is scheduled for October 10, 2011 at 10:00am. Classes will be cancelled to allow student attendance and all campus offices will be closed during the ceremony allowing all staff to attend. Open seating for faculty, staff, and students will be offered. There will be an encore performance of “Mountain Memories,” a musical composition specially commissioned to honor the ETSU Centennial.

E. **Cultural Competence Training, Virginia Tech** – President Patton shared that Senator Batchelder, Senator Simmons and he visited the Virginia Tech (VT) Campus for a Cultural Competence Training session. Mr. William T. Lewis, Sr., Vice President of Diversity and Inclusion, presented a riveting talk on diversity. Unity appeared to be the main emphasis in his discourse. It was also evident that VT’s cultural and diversity procedures were extremely different from our practices. After discussion with the Senate Executive Committee, it was agreed that it may be beneficial to review VT’s complete diversity training module in detail hoping to gain insight to improve our current educational training program. Mr. Lewis and the VT administrators agreed to share information in an effort to help ETSU develop a more unified training program. President Patton requested that the chairs from the Staff Concerns and Staff Development committees review the information when it is received from VT. He also commented that VT’s Staff Senate appears to be confronting many of the same issues we currently face such as parking concerns, low salaries, etc.

V. **Treasurer Report** – Senator Booher shared that there have been no expenditures for the month and the budget balance remains at $5,884.21. Senator Booher has received a revised invoice for the Staff Picnic in the amount of $3,800; a slight increase of $300 over previous years. Senator Booher also noted that, to date, $250 has been collected to help support the tornado victims.

VI. **Report on Standing Committees**

A. **Committee on Committees** – In the absence of Senator Warner, Chair, President Patton shared that an out-of-cycle nomination for chair of the Wellness Committee will be discussed at the next meeting in June. The current chair of the committee is resigning employment with the university and the departure will cause a vacant seat on the committee.

B. **Communications and Website** – Senator Jones, Chair, no report.
C. **Liaison Committee** – Senator Batchelder, Chair, shared some of the items discussed at the last Faculty Senate meeting. Those items include a discussion regarding faculty’s disappointment in the services received from OIT; faculty members’ belief that the tobacco policy is ineffective; revised verbiage to the Academic Freedom and Responsibility Policy; marketing of faculty senate; and a discussion of individuals who will be part of the selection process for Dr. Stanton’s replacement.

D. **Committee on Staff Concerns** – Senator Keener, Chair, commented that she is working with Senator Greenwell, Chair, Committee on Elections, regarding an amendment to the constitution which requires a vote by all staff members. The vote will be incorporated into the election process for new senators in July in lieu of sending two mass emails.

E. **Committee on Staff Development and Evaluation** – In the absence of Senator Renfro, Chair, Senator Pate shared that the committee met with Mr. Rich Ashley, Training Manager, on May 4th who arranged for a demonstration from SkillPort, i.e., Skillsoft. Skillsoft is an online training system for employees to enhance professional development using software that would assist them in achieving maximum performance in their jobs. Each member of the committee was provided a username and password with which to login and review the training site at their convenience. The next committee meeting is scheduled on June 15th at which time another demonstration will be provided by an additional online training company, ElementK. User names and passwords for ElementK will be available as well. All Senators, regardless of whether or not they are on the committee, are invited to attend.

F. **Committee on Elections** – Senator Greenwell, Chair, noted that the process for elections of new senators begins the first of June.

G. **Visibility Committee** – Senator Hill, Chair, noted that in order for Senator t-shirts to arrive on time for the Staff Picnic, he plans to place an order tomorrow, May 10th. He shared that Senator Simmons has distributed an email requesting t-shirt sizes and there are a few Senators who have not yet responded. The committee proposed, as a revenue generating effort, the creation of an ETSU Cookbook. The ETSU community as a whole will be included in the initiative. The committee hopes to receive at least 1,000 recipes. Sometime soon, a campus-wide email will be forwarded in an effort to solicit recipes. As details unfold, information will be shared. Senators Bradley and Simmons will be spearheading the project. President Patton shared that on May 24th, the committee will be attending the Departmental Liaison meeting to offer a Visibility Presentation. This is hoped to be the first of such presentations across the ETSU and VA campuses.

H. **Staff Awards Committee** – In the absence of Senator Sullivan, Chair, Senator Lewis reported that the committee has completed the voting process for all EEOC categories for the Distinguished Staff Awards and have selected qualified recipients. A recipient for each category was chosen with the exception of EEOC category 5 – technical and paraprofessional – for which no nominations were received. In the absence of nominations for category 5, and with approval of the executive committee, the committee awarded two recipients from category 4. Category 4 had the highest volume of submissions. One of the committee members was nominated from category 4 and as a result, it was agreed that the senator would not review nominees from the respective category and was recused from the voting process in that category as well. President Patton noted that nominators of the award recipients have been requested to make every effort to be certain that the award recipients attend the picnic for presentation of the awards if at all possible. Award submissions were very high this year and President Patton commended the committee for their diligence. The committee has also been challenged to determine guidelines and procedures for the new Outstanding Staff Senator award.
VII. Report on Project Committees

A. Blood Drive – Senator Booher, Chair, noted that the Blood Drive is scheduled for June 6, 2011, in Ballroom left in the Culp Auditorium. Mr. Andy Kidd, Marsh Regional Blood Center, has provided literature, signs, etc. for the drive. Promotional advertising will begin in a few weeks.

B. Holiday Drive – Senator Bond, Chair, noted that she received an additional thank-you note from an appreciative recipient of a holiday basket.

C. Staff Picnic – In the absence of Senator Cooper, Chair, Senator Russell reported that plans for the picnic are progressing. She requested that door prizes, gift certificates, etc., be forwarded to Senator Forrester. The committee will be meeting on May 12th to tie up some loose ends and finalize details. The search for entertainment has been frustrating this year. Due to the time of year, student bluegrass bands were not available (students out for summer), and the band employed last year had some members who were unavailable. The picnic committee voted not to pay for entertainment. It has been difficult trying to secure a band that would be willing to work pro bono. Bands willing to play were extremely high priced. President Patton will contact WETS-AM and WETS-FM to inquire regarding a remote which would provide music as well as a sufficient speaker system. An alternative proposition would be to use a DJ. President Patton noted that the committee is open to ideas for entertainment. The picnic flyer has been emailed to the entire staff body; information will be advertised on the marquee; and the notice of the picnic will be posted on the main ETSU webpage beginning on May 13th.

VIII. Old Business

A. Staff Senator Biographies – President Patton noted that the Senate biography project is on target and progressing well.

B. Smoke-Free Campus - President Patton shared that he attended the Senior Staff meeting and presented the Senate’s concerns regarding the ineffective non-smoking policy as it relates to continued smoking, and the accumulation of cigarette butts across campus. The committee responded by noting that the policy will not be rescinded and basically, we will have to do the best we can. The conclusion remains that sufficient resources are not available to enforce the policy. Staff members do not feel it to be their responsibility to enforce the policy since it is not part of their job and they also do not welcome the conflict. At one time, there was mention of utilizing security guards on campus, but the Student Government overwhelmingly voted down the suggestion. Senator Hill shared that Housing enforces the policy by instituting a fine. President Patton inquired whether a resolution should be brought forward, addressed to administration, regarding lack of enforcement and the litter of cigarette butts on campus. The consensus was that administration is already aware so most likely we are at a junction where talks will continue until a resolve can be agreed upon.

C. Search Committee for University President – President Patton shared that it is believed that Faculty Senate will be offering four faculty members to sit on the search committee for replacement of the president. President Patton is of the opinion that there should be equal representation of both faculty and staff. He noted that a conference call, initiated by TBR, has been arranged to discuss the criteria for the search. In order to be well-informed, the executive committee has been requested to attend the conference call. President Patton will share information with the Senate, as a whole, as details are received.

D. Staff Senate Office – President Patton shared that the new office space for Staff Senate is located in the Old College of Medicine Building, room 226A. Some items need to be removed from the room in order for renovations to begin. In addition, room 235 is currently being used by Faculty Senate as a conference room and has also been offered to Staff Senate for meeting utilization.
IX. **New Business**

A. **Senator Membership on University Committees** – President Patton noted that there are several Senators serving on university committees. He proposed that Senators provide reports from the respective committees sharing information that may be informative and helpful. There were two committees which recently ran concurrently; Parking Garage Committee and Access Committee. The mission of the Access Committee was to determine and propose ways to help make the campus more appealing. Through a PowerPoint presentation offered by the Access Committee, it was discovered that there is a proposal to transform the area beginning from the Culp Center and extending to the CPA into a pedestrian walk causing a loss of 244 parking spaces – a project timeline of potentially two years. Of those 244 parking spaces, 125 are currently designated for faculty and staff. If this information had been declared prior to the requirement of offering a position on the parking garage, it could have, potentially, changed the Senate vote. Other proposals offered by the Access Committee concerning the beautification of campus were awe-inspiring and included some excellent ideas. However, this oversight of information is a vital example of two committees that have a direct effect on the other without clear communication between the two. Transparency was not a consideration concerning these two initiatives. Therefore, it is important that minutes from university committees, if available, be forwarded to the executive committee in an effort to provide transparency and to deter neglect or oversight of any misrepresentation of facts. If minutes are not available, Senators who are members of university committees should provide an informal report sharing initiatives which may have an impact on staff members or initiatives affecting other committees. Informal reports could be offered quarterly. President Patton will compose a point paper concerning the pedestrian walk requesting that implementation of the pedestrian walk be postponed until after the parking garage is completed and after renovation of the CPA. An inquiry will also be made as to the relocation of the 125 faculty and staff parking spaces, as well as several clinical parking spaces.

B. **Tornado Disaster Recovery** – President Patton forwarded information concerning the folks who were affected by the recent tornadoes and severe storms in and around our communities. Staff Senate and the Office of Student Affairs have stood up a website to provide information concerning the Greeneville community ([www.etsu.edu/response](http://www.etsu.edu/response)). President Patton will be forwarding an email to include the website address as well as other information concerning southwest Virginia as well. Also included will be a list of medical supplies and other items that would be helpful. Initially, help will also be provided for the six ETSU staff members and their families as well as the three students who were greatly impacted.

X. **Open Floor for New Agenda Items/Concerns** – None.

XI. **Announcements**

A. Senator Bond shared that she is a member of the University Safety Committee and noted that recently two students were hit by cars while crossing State of Franklin Road. For the safety of faculty, staff, and students, the committee has been working on ways to drive home the importance of using the catwalk in lieu of crossing the street.

**Adjournment** – There being no other business to discuss, the meeting was adjourned at 3:50pm.

Respectfully submitted,

____________________________________
J. Ann Eargle
Secretary

**Attachments:**
1. Senate Bills 2061, 398 and 0051
BILL SUMMARY

*SB 0398 BY *CAMPFIELD. (HB 2015 BY *HOLT, POWERS, BUTT, FAISON.)

Firearms and Ammunition - As introduced, authorizes certain law enforcement officers and military personnel to carry weapons on public colleges and universities. - Amends TCA Title 39, Chapter 17, Part 13.

Fiscal Summary

NOT SIGNIFICANT

Bill Summary

Under present law, it is a criminal offense for any person to carry or possess certain weapons, including a firearm, that is not used solely for instructional or school-sanctioned ceremonial purposes while on a school or college campus. The offense is a Class E felony if the offender had the intent to go armed. Otherwise, the offense is a Class B misdemeanor. Certain officers, guards, and members of the military who are discharging their official duties are exempt from the prohibition against carrying firearms on school and college grounds.

This bill would additionally authorize any of the following persons, who are not otherwise prohibited, to carry a handgun at all times upon the premises of a public postsecondary institution upon receiving a directive from the head of the institution:
(1) Active and retired law enforcement officers;
(2) Active, retired, and honorably discharged members of the U.S. military; and
(3) ROTC training cadets who are over 18 years of age.
Under present law, it is a defense to prosecution for carrying a weapon on school premises that the person was hunting, accessing hunting lands, attending a gun show, or delivering or picking up passengers without removing any weapon from the vehicle. This bill adds as a defense to prosecution for carrying a firearm on school premises that the person has a valid handgun carry permit, or a valid directive issued pursuant to this bill.
BILL SUMMARY

*SB 0051 by *CAMPFIELD. (HB 2014 by *HOLT, RICH, POWERS, BUTT, FAISON, EVANS.)

Firearms and Ammunition - As introduced, authorizes full-time faculty and staff at public colleges and universities in Tennessee to carry handguns if not otherwise prohibited by law. - Amends TCA Title 39, Chapter 17, Part 13.

Fiscal Summary

NOT SIGNIFICANT

Bill Summary

Present law generally prohibits any person from possessing a firearm on school property. Present law exempts law enforcement personnel, military personnel, and security officers from the prohibition against possession of firearms on school property.

This bill authorizes full-time faculty and staff at any public postsecondary institution in Tennessee, who are not otherwise prohibited by law, to carry handguns at all times on the premises of the public institution where they are employed upon receiving a directive from the head of the institution and upon completing an annual firearm training program of at least eight hours duration. In addition, this bill authorizes full-time faculty and staff at any public postsecondary institution in Tennessee who possess a valid handgun carry permit to carry handguns at all times on the premises of the public institution where they are employed.
This bill specifies that the duty of care of any public postsecondary institution that fails to comply with the provisions of this bill would be to guarantee and warrant the safekeeping of the health, safety, and property of all persons who are lawfully upon the premises of such postsecondary institution and who do not pose a threat of harm to others.
BILL SUMMARY

SB 2061 BY *CAMPFIELD, GRESHAM. (*HB 2021 BY *EVANS, DENNIS, MCDONALD, BASS, RICH, WEAVER, HILL, HOLT, LUNDBERG, MATHENY, WATSON, FAISON.)

Handgun Permits - As introduced, permits employees with valid handgun carry permits to store firearm in employer parking lot provided it is in a locked vehicle and in a glove box or compartment not visible from outside the vehicle. - Amends TCA Title 39, Chapter 17, Part 13.

Fiscal Summary

NOT SIGNIFICANT

Bill Summary

Under present law, an individual, corporation, business entity or local, state or federal government entity or agent thereof may prohibit the possession of weapons by any person who is at a meeting conducted by, or on property owned, operated, or managed or under the control of the individual, corporation, business entity or government entity. This prohibition extends to persons who have a permit to carry a handgun.

This bill adds, notwithstanding the above provisions, that no private or public employer, including the state and its political subdivisions, may prohibit an employee who possesses a valid handgun carry permit from entering the employer's parking lot and parking in such lot during the employee's regular work hours when the employee's privately-owned motor vehicle contains a firearm that is stored within the trunk, glove box, or other enclosed compartment or area where the firearm is not
visible from outside the vehicle and such motor vehicle is locked.

This bill would not apply:
(1) To any penal institution, correctional institution, detention facility, diversion center, jail, or similar place of confinement or confinement alternative; or
(2) Where transport of a firearm on the premises of the employer is prohibited by state or federal law or regulation.

This bill provides that no employer, property owner, or property owner's agent may be held liable in any criminal or civil action for damages resulting from or arising out of an occurrence involving the transportation, storage, possession, or use of a firearm, including, but not limited to, the theft of a firearm from an employee's automobile, pursuant to this bill unless:

(1) The employer commits a criminal act involving the use of a firearm; or
(2) The employer knew that the person using such firearm would commit such criminal act on the employer's premises.

This bill further provides that in any action relating to the enforcement of any right or obligation under this bill, an employer, property owner, or property owner's agent's efforts to comply with other applicable federal, state, or local safety laws, regulations, guidelines, or ordinances would be a complete defense to any employer, property owner, or property owner's agent's liability. In any action brought against an employer, employer's agent, property owner, or property owner's agent relating to the criminal use of firearms in the workplace, the plaintiff would be liable for all legal costs of such employer, employer's agent, property owner, or property owner's agent if such action is concluded in such employer, employer's agent, property owner, or property owner's agent's favor.

This bill specifies that it does not require an employer, property owner, or property owner's agent to implement any additional security
measures for the protection of employees, customers, or other persons. Implementation of remedial security measures to provide protection to employees, customers, or other persons would not be admissible in evidence to show prior negligence or breach of duty of an employer, property owner, or property owner's agent in any action against such employer, its officers or shareholders, or property owners.