**STAFF SENATE MEETING**  
**MINUTES**  
**August 10, 2015**

**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](http://www.etsu.edu/stsenate/default.asp)

**PRESENT:** Gwen Bays, Lisa Booher, Lorena Burton, Barbara Chamberlain, Chris Collins, David Collins, Tim Dills, Ann Eargle, Charvi Greer, Shelly Higgins, Tom Hill, Sean Hoyle, Katie Jeter, Chris Loveday, Pam Marston, Candy Massey, Diana McClay, Jessica Miller, Stefanie Murphy, Dianne Pittarese, Linda Raines, Jennifer Rice, Debra Roberson, David Robinson, David Smith, Kristi Smith, Karen Sullivan, Libby Tipton and Joshua Whitlock

**FRIENDS OF THE SENATE:** Vanessa Canter

**EXCUSED:** Kristy Buchanan, Kristin France, Carshonda Harris, Butch Massey, Jennifer Rice, Lisa Rowland, Brian Thompson, and Connie Wyche

**UNEXCUSED:** Lisa Belcher, Helen Jones, Sandra Ritchie, Wayne Winkler and Amanda Worley

I. **Call to Order** – President Whitlock called the meeting to order at 2:32pm. In the Forum room of the Culp Center.

II. **Approval of Minutes** – A motion was made by Senator David Robinson to approve the minutes, and Senator Charvi Greer seconded the motion. The motion passed with everyone saying I.

III. **President’s Report – President Josh Whitlock** President Whitlock reported the following:

   o Please nominate individuals for the executive committee and for the outstanding staff senator award. The election for new senators wrapped up and we’ll talk about the plan for filling the vacancies when we get to the Elections committee report.
   
   o The Staff Senate has been invited to dinner at Shelbridge again this year. The date for this will be Tuesday, September 8 from 6pm to 7:30pm. Based on last year’s invitation list, this senate, and next year’s senate is invited. Please add that date to your calendar. I’ll contact senators soon with more details.
   
   o The Interim University Council met last month and discussed plans to move forward with the new budget model and the vision and mission statements for the university. You can go out and review the agendas and minutes for that group from the President’s website ([www.etsu.edu/president](http://www.etsu.edu/president)). Items of note from the first meeting:
     1) Pam Ritter was introduced as our new Vice President of University Advancement.
     2) Dr. Larry Calhoun from the College of Pharmacy will lead the efforts toward a new budget model. The plan is to implement whatever the new budget plan is in Fall 2017.
     3) Dr. Mike Hoff will lead efforts toward developing a strategic plan for 2015-2020. He will be assisted by faculty member and a committee. Details will come together for the next meeting of the IUC.
     4) The 2015-2016 budget was reviewed. While student fees will increase by 3%, the smallest increase since 2000. However, this will not provide enough revenue for more than a 2% salary enhancement for faculty and staff.
     5) President Obama has proposed new rules that, if passed, would result in employees making less than approximately $50,000 having to be paid time and a half for any time after 40 hours per week. What this means practically is that the university is facing new rules for compensating staff for the work that they perform, which is good, but there is not a corresponding increase in funds to higher education from those rule makers, which is not so good.
     6) Enrollment is still within budget confidence intervals.
     7) There was discussion about the Doctor of Nursing and Engineering program partnerships with TTU. TTU appeared to have walked back on certain commitments, so we were looking to establish an Engineering program on our own. After meeting with the Chancellor though, the agreement that was made is back on track and will move forward.
     8) The MSHA-Wellmont merger was discussed. Both groups are working on a certificate of public advantage to ensure that the merger will be to the benefit of the region, rather than the corporation.
The alternative to this merger is that each group will likely sell to corporations outside of the region, which will undoubtedly have undesirable consequences for the people of this region.

- The Interim University Council met again on the morning of August 10th. The key points were:
  1) The Research Plan will be approved. This is the plan that was sent out to campus a few months back. There were public sessions about it. The plan involves investment in research on campus to bring additional revenues, and scholarly opportunities to ETSU.
  2) Plans for a new budget model were discussed. We will be moving forward on that. It will tie into strategic planning efforts headed by Dr. Mike Hoff. The plan is to start, at the earliest, Fall 2017 under the new model. Departments will “shadow” in 2016 to prepare for 2017.
  3) Jennifer Clements gave an update on branding efforts. There are a lot more companies that want to distribute ETSU merchandise. The consistent branding has focused our identity.
  4) We discussed work on the vision statement. That committee will continue to work on the vision statement.
  5) Faculty convocation is August 21, followed in the afternoon by Student convocation. We will have staff convocation on September 29, and the State of the University Address is going to be October 2.

“Finally, I want to say thank you for this year on the Staff Senate. This has been an interesting year, and I have no doubt that next year will be just as interesting. It is your engagement in your workplace that makes this place better. You care about this place, and I sit here in awe of your commitment. Again, as a staff member of ETSU, I say ‘thank you’ for your service.” President Whitlock.

IV. Treasurer Report – Senator Massey reported the general account balance as $7900.00; the Holiday Drive account balance as $204.03; and the balance of the Community Benevolence account holds a balance of $4,481.25.

V. Report on Standing Committees

- Committee on Committees – Senator Murphy announced the following appointments:
  - Parking, Traffic & Security—2 vacancies
    - Rebecca Bennett, ETSU Financial Services
    - Melissa Noble, International Programs
  - Wellness Committee—1 vacancy
    - Tory Street, Student Services COM
  - Disability Issues- 1 vacancy
    - Barbara Chamberlin, Academic Technology Support
  - ETSU Commission for Women-2 vacancies
    - Brittany Ezell, Women’s Basketball
    - Carla Warner, Adult, Commuter and Transfer Services
  - Intercollegiate Athletics-1 vacancy
    - Tim Dills, College of Business & Tech
  - Safety- 1 vacancy
    - Borce Lazarov, Info Tech
    - Johnathan Sasser, Campus Rec
  - Veterans’ Affairs- 1 vacancy
    - Tom Hill, Maintenance

- Committee on Elections –
  - Senator Dills announced the newly elected members for the 2015-2016 Senate. (for a complete listing, please see attached)
  - Senator Dills also stated nominations were still being accepted for the 2015-2016 Executive Committee and that nominations would be accepted until Monday, August 17th. Those currently being considered for the Executive Committee are:
    - resident-Elect: Candy Massey, Stefanie Murphy
    - Secretary: Kristi Smith
    - Treasurer: Lorena Burton, Chris Loveday, Lisa Rowland
    - Member-At-Large Tim Dills, Jennifer Rice
  - Senator Dills and President Whitlock opened the floor for discussion regarding EEOC 7. During the July meeting we talked about appointing individuals to the position. After some thought, that would be problematic b/c that would put the supervisor in a tough spot, in addition appointment require us to compensate individuals. President Whitlock stated he thinks at this point we should hold a special election for that particular category. Senator
Robinson made a motion to table this item until the September meeting so that everyone could research and have thoughts together regarding a precise decision. Senator Eargle asked if the clarification could be made regarding compensated senators. Diana McClay from HR stated that in our bylaws it says Staff Senate is “voluntary” when you speak of “appointing” people during work hours such as physical plant employees that get off at a certain time & will be required to stay over due to senate then you will need to compensate them for their time. At that point their position on the senate is not voluntary. A possible solution would be to contact Mr. Rasnick and have a long conversation with him and explain our needs and see if there is a happy medium we can come to. After a much longer discussion, we will table this until our September meeting. Keep in mind, EEOC 7 category is Maintenance: This category includes those whose duties result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of building, facilities or grounds of the institutional property. This includes truck drivers, bus drivers, garage laborers, custodial personnel, gardener and ground-keepers, refuse collectors, construction workers, and security personnel.

- Communications and Website – No report.
- Community Benevolence Committee (CBC) – No report.
- Liaison Committee – No report.
- Staff Awards – Senator Burton stated that due to only receiving one nomination for Staff Senator of the Year, the nominations would be extended till the end of the workday on Friday, August 14. She also stated that the Career Award nomination window opens Monday, August 17th for two weeks.
- Staff Concerns – No report.
- Staff Development and Evaluation – No report.
- Visibility – No report.

VI. Report on Project Committees
- Blood Drive – No report.
- Staff Picnic – No report.
- Holiday Drive – No report.
- Convocation – No report.
- Bylaws / Constitution – No report.

XI. Old Business – None

X. New Business
- When the ad hoc committee was discussing how to make a combined convocation work, we said that staff would need equal treatment with faculty. After our meeting last month, it was pointed out that we have a convocation and a picnic, while faculty only have a convocation. This dove tails into an issue that’s related to the EEOC vacancies: folks don’t know what the Senate is here for. While convocation might be a good place to tout our accomplishments, I feel we have a better audience at the picnic. There are also timing issues with getting staff to attend and preparing for the event. Senators Eargle, Robinson, and Booher agreed that convocation has been problematic and that focusing on the picnic would be wise. After discussion, President Whitlock tabled the issue until the September meeting so that Senators would have additional time to consider the issue. Senator Dills pointed out that there is nothing in the constitution and by-laws to prevent the senate from discontinuing the convocation. President Whitlock expressed a desire to take a formal vote in the September meeting on the issue of discontinuing the convocation after the 2015-2016 year.

XI. Announcements –
- Senator Booher stated that the bookstore was moving out “old” merchandise and that most items were 20 – 40 percent off sale price.

XII. Adjournment – There being no other business to discuss, a motion was made to adjourn by Senator D. Smith and seconded by Senator Burton. The meeting was adjourned at 3:19p.m.
Submitted by Senator Kristi Smith

Secretary

Attachment: 2015-16 Senator Listing