

STAFF SENATE MEETING MINUTES

124 Rogers-Stout Hall

January 28, 2019

PRESENT: Jake Allen, Ben Bateson, Gwen Bays, Julie Blevins, Lisa Booher, Jessica Burleson, Tim Dills, Janet Green, Christine Loveday, Trish Lowe, Ronald Mann, Candy Massey, Jennifer Mayberry, Jessica Miller, Amanda Mowell, Stefanie Murphy, Gina Osborne, Dianne Pittarese, Emily Redd, Evelyn Roach, Debra Roberson, David Robinson, Hazel Robinson, Carolyn Sliger, Brian Thompson, Libby Tipton, Josh Whitlock, Yvette Whittemore, Jason Wilder, and Andrew Worley.

FRIENDS OF THE SENATE: Vanessa Canter.

EXCUSED: Yaritza Abdelnor, Joy Fulkerson, Crystal Maupin, Cathy Metcalf, Kim Miller, Evelyn Roach, and Michelle Sullivan.

UNEXCUSED: Kathleen Moore.

RESIGNED: Sandra Ritchie.

I. **Call to Order:** President Stefanie Murphy called the January meeting to order at 2:32 p.m.

II. **Approval of Minutes:** Senator Brian Thompson moved to approve the November 2018 minutes as presented. Following a second from Senator David Robinson, the motion passed.

III. **President's Report:** President Murphy presented her monthly report:

AWelcome to Spring 2019. I hope everyone is prepared for the upcoming winter storm. Please sign up for GoldAlert if you have not done so.

From December 2018, the Staff Senate did have very small presence in the Johnson City Christmas Parade. I am not sure how or if we want to be involved in these parades. Initially, we started this activity as part of our Visibility Committee in order to promote Staff Senate; attendance and participation have been low for both the Homecoming and Christmas parades, so we may need to reexamine whether to continue.

During the last two months, ETSU has lost some of our well-loved faculty/staff members: Dr. Chris Dula, who has performed at several of our Staff Picnics; Dr. Angela Lewis, Special Assistant to the President for Equity and Diversity; and Mary Alexander, former Washington County commissioner and an instructor in History and African-American Studies. These individuals have left a rich legacy at ETSU, and they will be missed.

I have forwarded to the Senate emails regarding the Tennessee Legislative Sessions. If you did not receive these emails, please let me know, and I will be sure to get them to you.

Finally, the ETSU Cheer Team recently competed at their national championship in Orlando and placed fourth in the country. They beat such other schools as Villanova, Eastern Kentucky, and Sacramento State. This marks the highest the team has ever placed in school history. @

III. Vice President=s Report: Vice President Massey presented her report from the January 14 University Council meeting. She reported that President Noland mentioned several items, including upcoming budget hearings over the next few weeks (with the finalized budget being voted upon by the Board of Trustees in their April meeting). The Board is working on the concept of fee simplification and may consider a cap of 2.5% increases on fees. Dr. Noland mentioned that the state budget is strong, and at present, the State of the State address by the Governor is scheduled for March 4. Vice President Massey reminded the Senate of the Festival of Ideas taking place this week, with special speakers on both January 28 and 31 focused on the theme of APresidents and Politics. @ She mentioned that the proposal to protect University Woods passed the University Council, which involves an agreement with the Old Growth Forest Network, a statement to be included in the ETSU Master Plan, and a dedication ceremony to be held at a later date. She also reminded senators that ITS is in the process of implementing two factor authentication, which should be completed by early February.

IV. Treasurer=s Report: As the Treasurer=s position has not yet been filled, Vice President Massey presented the financial report. The main account balance is \$10,287.53; the balance in the Holiday Drive account is \$321.77; and the CBC account has a balance of \$3281.25. Vice President Massey reported that she and Senator Crystal Maupin recently met with Tish Harrison to discuss the need of additional funds for the picnic. Tish will forward the request to Jeremy Ross; the present amount budgeted no longer covers the food expenses.

V. Committee Reports:

Awards Committee: Senator Lisa Booher reminded her committee that they will soon begin their work; she anticipated a mid-February planning meeting, with the bulk of their work to occur in April and early May. Senator Booher also reported that Rhonda Gross was recently named to the All-Southern Conference Faculty & Staff Team; Mrs. Gross was honored at the January 3 home basketball game.

Blood Drive Committee: Senator Chris Loveday reported that her committee will meet this Friday to begin planning the Blood Drive, which will be held on the day of the staff picnic.

Picnic Committee: Vice President Massey reported that AETSU Staff=s Got Talent @ will be a new feature added to the picnic this year, and she noted that Firehouse Restaurant has been contacted to provide food cost quotes. She indicated that a possible tribute to the late Dr. Chris Dula, who performed for several previous picnics, was under consideration. President Murphy challenged the Senate membership to have at least one entry into the talent competition. Senator Debra Roberson polled the membership as to whether they preferred the entree to be chicken or pork. The majority favored pork; she commented that an alternative meal would be available for any employees who did not eat pork for dietary or religious reasons.

Committee on Committees: President Murphy reported a vacancy on the Sick Bank Committee.

VI. Old Business:

Election of Treasurer: President Murphy opened the floor for nominations for Treasurer. Senator Carolyn Slinger nominated Senator Hazel Robinson for the position. Senator Robinson accepted the nomination; Senator David Robinson moved to close nominations, and Senator Brian Thompson moved to elect by acclamation. We congratulate Senator Robinson on her election.

Paternal Leave Resolution: Senator Lisa Booher briefly reviewed discussions on this topic with Dr. Noland and the Executive Committee from their August meeting. The proposed Paternal Leave policy is not gender specific and allows up to six weeks of leave, without penalizing staff employees by using their accrued sick or annual leave. Senator Booher acknowledged that the faculty component of such a policy may require the additional expertise from the Human Resources Office, but she reminded the membership that Dr. Noland requested a resolution to further study the concept. Following a few questions and comments, Senator Brian Thompson moved to approve the resolution, Senator David Robinson seconded, and the motion passed.

Pledge of Ethics: Senator Lisa Booher reported that she and three members of Faculty Senate (Bill Flora, Susan Epps, and Stephen Hendrix) had developed an ethics pledge for use in both Faculty and Staff Senates. These documents became necessary after trust was broken with the administration and were an effort to demonstrate the seriousness of serving as a Senator in either body. President Murphy commented that the concept of shared governance requires that we all (faculty, staff, and student senates) have a common understanding of ethical standards. Following a motion by Senator David Robinson and second by Senator Libby Tipton, the Staff Senate Pledge of Ethics was adopted by the Senate. It was suggested that future senates use this pledge as part of their installment process at the beginning of each fall term.

VII. New Business: None

VIII. Announcements: Parliamentarian Andrew Worley, who had just left a special called meeting, recommended that senators check for GoldAlert emails later this evening, as predicted inclement weather was expected. He encouraged any who have not yet signed up for alerts to do so immediately.

Open Discussion: Discussion occurred on several issues particularly pertaining to our Human Resources area, including the topics of transparency, extremely long delays in job audits, the lack of feedback from the HR survey, and the need for Staff Senate to become more vocal in representing staff concerns to the administration. Given the many personal examples provided, they will not be included in the minutes. The possibility of forming an ad hoc committee was mentioned, but no action was taken at this time.

IX. Adjournment: Following a motion by Senator David Robinson and a second by Senator Libby Tipton, Vice President Massey adjourned the meeting at 3:30 p.m., following President Murphy's departure to a previously scheduled appointment.

Respectfully submitted,

Tim Dills, Secretary