

Faculty/Staff Welfare Committee Minutes from

February 25, 2020, Raburn 305, 3:00 pm

Attendance

The meeting was called to order by Dr. Jill Simpson. Those present were:

1. Ms. Abby Sides (proxy for Ms. Melissa Bolton)
2. Mr. Steve Burnett
3. Dr. Greg Carnes
4. Dr. Leshan Kimbrough
5. Mr. Nathan Pitts
6. Ms. Regina Sherrill
7. Dr. Jill Simpson
8. Mr. Evan Thornton
9. Ms. Catherine White
10. Ms. Angela Zwissler

Equal Employment Opportunity and Harassment Policy (University Employees)

The policy for “EEO and Harassment” was discussed. A question was brought up about the Ombudsman’s involvement and a discussion followed. It was suggested that (1) on the first page of the policy, we should change the name of the institution from “Vanderbilt” to “UNA,” and (2) the last sentence in the policy should be expanded to state that the policy for student employees is provided in the Student Handbook, and the actual student handbook can be linked to the final version of the document. A motion was put forth by Dr. Carnes to accept this policy with the two edits mentioned above. The motion was seconded by Mr. Burnett. The vote passed.

Proposal to Amend the Placement and Movement within the Salary Plan: Promotions

The “Proposal to Amend the Placement and Movement within the Salary Plan: Promotions” was discussed. Questions arose and discussions ensued regarding when staff would be able to negotiate the salary increase. The committee agreed that the language should be clearer as to when utilization of this proposed clause of salary negotiations would be appropriate. Ms. Sherrill made a motion to return this proposal to its originator asking them to work with Ms. White on revising the language. Dr. Carnes seconded the motion. The vote passed.

Meeting adjourned at 3:45 pm.