

## **Staff Senate**

**October 8, 2018 /10:00 A.M.**

**GUC 200**

### **Minutes of the Meeting**

- I. Call meeting to order-Senate President, Bishop Alexander, called the meeting to order at 10:00 a.m.
- II. Roll call and introduction of proxies and guest.
- III. Members present and comprising a quorum were, Lillian Akin, Bishop Alexander, Melissa Bolton, Gigi Broadway, Salena Denton, Jami Flippo, Jennifer Irons, Kevin Jacques, Janet Jones, Ben Ray, LaNita Riant, Tiffany Simmons, Michael Smith, Russ Wilson, Jeremy Woods. Proxies were- Margaret Brown for Ginger Gatlin, Olivia Bradford for Regina Sherrill, and Lindsey Goode for Christy Waters.
- IV. Guest Speaker for this meeting was Michael Bulz from Paradox Challenge Rooms. Mr. Bulz explained how his business has partnered with Leading Edge to develop an interactive team learning experience by blending the challenge rooms with research, humor and engagement. He spoke about how beneficial this would be for anyone wishing to boost their team building skills in the workplace. For more information, those interested could send an email to [Info@ParadoxFlorence.com](mailto:Info@ParadoxFlorence.com) or call 256-275-4500.
- V. Approval of Minutes- Ms. Irons made a motion to approve the minutes from September 10, 2018 meeting as printed. Ms. Bolton seconded and the motion carried.
- VI. Approval of Agenda- Mr. Smith made a motion to approve the agenda for the October 8, 2018 meeting as amended. Ms. Irons seconded and the motion carried.
- VII. Staff Senate President's report

- a. Mr. Alexander spoke about his meeting with Ms. Catherine White regarding the salary grade. He learned in their meeting that 121 employees were brought up to current mid-point.
- b. Mr. Alexander reiterated the importance of everyone letting their areas know about the upcoming Town Hall Meeting that is scheduled for November 7, 2018 from 2:00pm to 3:00pm.

VIII. Committee Business- None

IX. Unfinished Business-None

- X. New Business- We discussed the Sex and Discrimination Policy that had been considered by the Shared Governance Executive Committee at a spring meeting. Ms. Bolton made a motion that the current recommendations for the policy stand. Mr. Ray seconded and the motion carried.

XI. Discussion

- a. The Senate Discussed the Staff Performance Review Process. Mr. Alexander asked for volunteers to serve with him on a sub-committee to take this topic to Ms. Catherine White. It was clear that several of the Senators agree that the Staff Performance Reviews should be conducted the same across the entire campus and that a new form should be put into place. Many feel the current process is flawed. The Senators that volunteered to serve with Mr. Alexander, are Ms. Bolton, Ms. Denton, and Mr. Smith.
- b. Upcoming Town Hall Format was put into place and there were volunteers to be greeters the day of the Town Hall. Those that volunteered were Ms. Akin, Ms. Flippo, Mr. Smith, and Mr. Woods. The meeting will begin at 2:00 with Catherine White discussing the Salary Grade and COLA, with Q&A to follow. At 2:30 Mr. Mark Linder (or someone from Athletics) will discuss the move to Division 1. This will also be followed by a Q&A.

- c. Mr. Alexander discussed his plans for a Bi-Annual Staff Senate Newsletter.
- d. Ms. Jones asked that the possibility of the University be closed the week of Thanksgiving be sent back to Shared Governance for further consideration.

XII. Ms. Bolton made a motion to close discussions and Ms. Akin seconded. Discussions were closed.

XIII. Announcements

- a. Homecoming Week 2018, October 11-14
- b. University closed for Fall Break. Friday, October 19<sup>th</sup>
- c. University Town Hall Meeting, Wednesday, Nov. 7<sup>th</sup>. GUC P. Center.
- d. Next meeting is Monday, November 12<sup>th</sup>. 10:00a.m. GUC 200

XIV. Adjournment-Mr. Smith made the motion to adjourn. Ms. Irons seconded and the motion carried. The meeting adjourned at 11:08am.