



# STAFF SENATE

## MEETING NOTES

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Date: March 10, 2022

Time: 2:30 PM

Location: Senate Chambers & Zoom

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1. CALL TO ORDER – President CJ Smith called the meeting to order at 2:30pm
  - a. Welcome introduction and recognition of guests
2. APPROVAL OF MINUTES
3. OPEN COMMENT PERIOD
4. SPECIAL ORDERS OF THE DAY
  - a. Dr. Ale Kennedy, Chief HR Officer
    - i. COLA & Compensation Update
      1. General Assembly will meet in May; no final decisions until the May meeting
      2. Could be a 3% COLA, but subject to change during the May General Assembly meeting
        - a. Usually finalized COLAs are finalized before the end of a fiscal year; could be enacted before the end of June
      3. Compression is tied to Budget; HR is working with the Finance Office and the BOT to address this, but tuition is not going up. This is an ongoing process
    - ii. Additional questions you would like Dr. Kennedy to address, please send to Erin Fall.
  - b. Amy Craft
    - i. Give Day is April 20. There will be an event at Fort Hill. Development will be featuring a donor and scholarship recipient of our Staff Senate Scholarship.
      1. If you have ideas of alternative event locations, please reach out to Amy Craft.
  - c. Ryan Real
    - i. IT Security Duo Update
      1. Due to some security issues and phishing attempts, the Duo option to “Call Me” is going away on March 29<sup>th</sup>.
      2. If you do not have a smart phone, please reach out to CCIT to get a Duo token
  - d. Staff Service and Milestones Recognition
5. REPORTS
  - a. Treasury Report –
    - i. Vending: \$ 3,229
    - ii. Operating: \$ 1,981
    - iii. Travel: \$ 100
  - b. Standing Committees
    - i. Activities – Co-chairs: Jake Anderson, Donnie Lloyd
      - April 6 – Degree Attainment Luncheon at Madren
      - April 11 – Staff Senate Blood Drive



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- Late March/Early April First Responders recognition
- Trying to partner with the City of Clemson for a restaurant week or summer series with discounted dining
- ii. Communications – Chair: Ryan Real, Victoria Roberts
  - Newsletter went out today
  - Clemson Champion for April meeting?
    - a. Send suggestions for Clemson Champion to Ryan
  - Changed the website banner to advertise collectibles and added some buttons to direct to CUMarketplace. Will be advertised in OURClemson on Monday
- iii. Membership – Co-Chairs: Kristen Lawson, Melinda Fischer
  - 2022-23 Officers
    - a. Vice President – Jake Anderson
    - b. Treasurer – Christy Babb
    - c. Secretary – Vicky Roberts
  - Committee Sign Up process
    - a. Reworking this process which will be rolled out in the next few weeks; Senators interested in changing their committees can do so at this time.
  - Have begun budget center election process (excited that we have a large candidate pool and at least one candidate for each budget center!)
  - Will have 7 elections out of 14 budget centers with open seats – please encourage your constituents to vote
  - Should be announcing new senators in the next few weeks
  - Working on the Awards and Transition Luncheon on April 11<sup>th</sup>
  - Working to improve attendance tracking at in-person meetings
- iv. Welfare – Co-chairs: Jeff Anthony, Alisha Johnson
  - Women’s Commission looking into compensation transparency
    - a. Asking to see salary surveys
  - Working with HR to improve FMLA training to help people understand the resources
    - a. Available to come speak to groups; considering having them present to Staff Senate or include info in our newsletter
  - Sam Hoover working on Staff & Faculty Children Tuition Assistance
    - a. Crunching numbers from Auburn and Indiana University
      - i. Auburn sees 300 dependents per term (University pays 50%)
      - ii. Auburn uses their “General Administration Fund”



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- Leave accruals should be updated/corrected after the Kronos outage
- Monique Everroad's group will be rolling out some new resources:
  - a. Electronic Policy Management Solution Platform
  - b. Equity Lens- will be a training for that
- COLA for TLP and TGP
  - a. TLP and TGP are not subject to a review process
- Data Governance session in a couple of months –
  - a. If you would like to participate, reach out to Jeff Anthony
- Juneteenth Resolution
  - a. Faculty Senate will vote in April to approve and it will then be presented to ELT
- v. Scholarship – Co-chairs: Janeen Putman
  - Collectible will be advertised in OURClemson
  - April 20 is Give Day – our next big effort
  - Amy Craft asked for scholarship recipient info so Development can potentially interview student/parent
  - Potentially advertising the open application for our Scholarship
- vi. JEDI – Co-chairs: Melinda Fischer, Sue Whorton
  - Invited Matthew Jordan (CU Student Government) authored a concurrent resolution with Graduate Student Government to express support for a scholarship for descendants of Black laborers at Clemson University
    - a. Welfare and JEDI committees are looking at joining with Faculty Senate to create a resolution to support this effort and present it to ELT
  - Had a good meeting with Dr. Altheia Richardson a while ago who helped identify ways to strengthen our document, such as defining the metrics of assessing achievement
  - Can we work with HR to identify the demographics in each area? Seeing concentrations of demographics in certain areas will help us advocate for more racial diversity in all areas.
- c. University Committees/Commissions:
  - i. Committee on Committees – CJ Smith/Sue Whorton/Melinda Fischer/Jeff Anthony
    - No report
  - ii. Library Advisory Board – Kristi Baker
    - No report
  - iii. Parking Review Board – Jeff Anthony
    - No report
  - iv. Bookstore Advisory Committee – Lili Klar



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- In initial stages of discussion on a new program from Barnes and Noble called First Day Complete where all books would be available virtually or physically as soon as a student enrolls in a class. Still in exploration stage of this.
- v. Accident Review Board – Ross Phillips (Michael Atkins)
  - No report
- vi. Ombuds Committee – Sue Whorton/C.J. Smith/Melinda Fischer/Christy Babb
  - Meeting scheduled for April
- vii. Commission on the Black Experience – Mary Erin Morrissey
  - No report
- viii. Commission on Women – Stacey Miller
  - Jean McKendry announced nominations are open for the awards for the 2022 Awards of Excellence for the Advancement of Women; nominations close 3/18
- ix. Accessibility Commission – Beth Newton
  - No report
- x. Veterans Commission – Alisha Johnson/Michael Atkins/Janeen Putman
  - No update
- xi. LGBTQ+ Commission – John Kozlowski
  - Asking for volunteers to take on liaison responsibility as John will be stepping down; meetings are once per month on Fridays
  - Email Erin and CJ if you are interested
- xii. Commission on Latino Affairs – Harolynn Williams
  - No report
- d. President's Report – CJ Smith
  - i. Remote Work
    - We have submitted a policy to state HR; it has come back to us with minor changes and is being examined by legal counsel
    - There will be a 14-week pilot and review program that will roll out once the details are approved
    - If you were on a tele-commuting/remote work agreement before COVID, that is still in effect; tele-commuting/remote work agreements that began during COVID are not valid
  - ii. Columbia recap (Clemson Day at Statehouse)
    - CJ travelled with Thompson Mefford, Faculty Senate President, and Brian Powell, Faculty Representative to the BOT to the Statehouse for Clemson Day.
    - It was a great opportunity to speak to our legislators; CJ was able to bring up the topic of compensation



iii. Staff Climate Survey

- Evaluating platforms and working to roll this out in the fall
6. UNFINISHED BUSINESS AND GENERAL ORDERS
  7. NEW BUSINESS
  8. ADJOURN – President CJ Smith adjourned the meeting at 3:45pm

ANNOUNCEMENTS:

1. Executive Committee meeting: hybrid – April 7<sup>th</sup> at 2:00pm
2. Awards & Transition Luncheon: Hendrix Ballroom – April 11<sup>th</sup> at 11:30am