

# October

# Meeting Minutes



**DATE:** October 12, 2021 @ 11:00am

**LOCATION:** Zoom & Room 217

**ATTENDEES:** April Johnson, Sydney Custer, Courtney Thomas, Jim Bynum, Brittany Stanley, Kristie Avery, Chrissy Gonzalez, Jennifer Davis, Michael Stephenson, Joni Millican, Venus Lillis, Dustin Nix, Emily Newsome, Susan Gleason

**ABSENT:** Samantha Armstrong, Ambrosia Dodson

## **AGENDA ITEMS:**

1. Meeting Minutes from September's meeting – Motion to approve by Jim, Second by April Johnson.  
Jennifer Approved
2. Thank you to those staff members that participated in Custodian Day!
3. Positive Solutions for Staff Morale – Venus sent out an email for SC to reach out to other staff members to see what they thought would be some ideas to boost staff morale.
  - Flexible work schedule – Jennifer contacted Charlotte and we are meeting October the 25<sup>th</sup> Room 114/115 at 2:00pm other questions should be sent to Jennifer Davis so the questions can be compiled.
  - Staff get togethers
  - Communication between departments
  - Jeans Day
  - Staff Parking – small parking lot – staff only, however it was paid with student funding, and we can't exclude students from it. Student athletes are told to park in that parking lot when they come early to practice. Let's keep it in perspective with the advantages of our parking issues – low decal \$\$, not having to be bussed to the school from the parking lot. Convenience is something that people always want. Need real solutions to give to Dr. Cutrer. Let's get back to the people that gave the suggestions.
  - Discount in cafeteria for food and drinks – we will follow-up with this. Maybe a meal plan that makes it cheaper. They have a card now, but it is like a declining balance and there really is no discount with two extra meals. There is a new manager of the food services so this might be a good idea to bring it up. We need a wider selection, like gluten free. Must remember they are

contracted through Chartwells. We will go talk to Nikki from Chartwells to see what can be done. We would prefer something on the daily or a discounted day.

- Rec Center – Free? Ayla tried to do that with wellness, but it is paid with student fees and they voted for the fee, that is why staff pay the same. However, with our Wellness program we can pay half the price which is \$13. Staff member just needs to reach out to Ayla to get this moving. Remember if you are taking classes as a staff member, you get to use the REC center for free.
- Covid Reporting – Need to find out from Jill what is allowed or not allowed for discussing vaccines. Jennifer will get with Jill to confirm what is going on and get this figured out.
- Mental Health Days – Not requiring sick or vacation days to be used, but just a day to work on our mental well-being. Being state employees, the state only allots 12 days for holidays so this may not be something we can do.
- Picking up work anniversaries again. Brittany is head of this committee; she can choose one or two helpers. Brittany will reach out to Ayla and get it started!
- Morale may have been hit when our pay scales were aligned to our job descriptions. This is a question for Charlotte, let's use our meeting with her to ask this question.
- More transparency on who gets hired and who doesn't – how is this decision being made and who is making this decision?
- Making it a norm on campus to promote utilizing vacation time. We need to get it stressed that you should not feel guilty.
- SC does not adequately cover all of the staffs needs. Jennifer suggests we put something out how we elect SC. All staff members should know when our meetings are. Chrissy will contact John Bunch one week prior to our next meeting and get it in the need to know up until the day we attend.
- More staff surveys – Maybe annually and see
- Have something be done at the administrative level. What can be done at that level? We need some more support and communicate that there is something being done! Acknowledge us. More Transparency. Can Dr. Cutrer send out an email, not everyone can go to the town hall. However, if nothing happens it may hurt morale more.
- Don't ask for money at the Town Hall after addressing the fact that staff and faculty are not happy.
- Stop declining the merit increase if you have a student balance in the business office.
- Make sure our staff events are accessible for everyone. Family.
- More events on the website under SC.
- Need a sign on UC lounge to include staff – employee lounge

#### 4. Staff Outings

- a. Movie Theater event – rent out a theater, which is not super expensive
- b. Bowling Event – pretty inexpensive as well – discount on shoes and only pay for games. SC would pay for the first game.
- c. Would like to kick them off before the end of the semester.

#### 5. Halloween Party

- a. Reserved 4 – 5:30 President's terrace, 3<sup>rd</sup> floor UC if a bad weather day wanted to keep it separate from students

- i. Costume contest – submit form if you want to be entered into the contest and staff council will go around and judge
    - b. Small pizza box charcuterie board, individual treats, mocktails, simple decorations, music
    - c. Please email Venus if you would like to help
- 6. Staff Breakroom Baskets
  - a. If empty call staff council and let them know.
- 7. University Budget
  - a. Merit Increase – don't know if it is a bonus or salary increase. It will be a 0 to 4% increase.
  - b. Filling frozen positions
  - c. HVAC in BLV – 4-million-dollar project
    - i. Survey will also be \$63,000
  - d. IT Costs -1.1 million dollar project
  - e. Soccer field 943,000 - lighting, seating
  - f. Deferred maintenance – 16,000
  - g. PSC Buyout – 6 million
  - h. Faculty Salaries
- 8. Pink Out Day
  - a. Friday, October 22<sup>nd</sup>
  - b. Venus get with Lindsey to get a flyer made
- 9. Charity Jeans Day
  - a. November and December – take donations for a charity and that gets you a jean day
  - b. Will need to run it by the president – Venus and Jennifer will present to her, if April can get something together to present
- 10. Hump Day Hangouts
  - a. Wednesday at 2:22 pm
  - b. Coffee and Tea
  - c. Last about an hour, open forum to talk about different things around campus.
  - d. We need to committee – Jim Bynum graciously volunteered, Courtney will help.
- 11. Need to Know
  - a. Staff Council Meetings – Chrissy will do this from now on.
  - b. Eye Glass Drive (provide update as well) – Box in Bass and UC – bring old glasses to us!
  - c. New Hire Staff Announcements – went out yesterday, text was really small but Lindsey
- 12. Update on Bylaws – Chrissy will get them sent out to everyone so we can approve at our next meeting.
- 13. Wellness Flyer and Card
  - a. We would like a flyer that lists every single one of our benefits for wellness.
  - b. Who do you know in the community where we can get a discount at some local places let Venus know.
- 14. Remote Work Clarification – You can fill out the form, but we will talk to Charlotte about this for sporadic times, not a permanent alternate work location. The president will approve those. Jennifer Davis can get you the link to the form.
- 15. Soda Machine – Any ideas? We need a soda machine in one of the break rooms. Keep your eyes open.
- 16. Treat Truck for October is in the works – Maybe Jennifer could bring Poppy! Or have a separate popcorn day.