

Staff Senate Meeting

December 8, 2017, 2:00 p.m.

Waters Hall Conference Room

Present: Jennifer Bunnell, Bethany Campbell, Steve Clark, Kenneith Collins, Sylvia Correa (proxy for Terry Stepp), Mark Gale, Jackie Gooch (invited), Tina Hooks, Chris Moss, Felicia Mucci, Molly Pepper, Penny Pitts

Absent: Terry Stepp (proxy)

Chris Moss (Presiding Officer) called the meeting to order. Minutes from the November 10th meeting were accepted and approved with no changes.

Jennifer Bunnell was recognized for being selected for the 2017 Distinguished Service Outside the Profession award by the Alabama Art Association.

Bethany Campbell introduced an idea to have a Staff Newsletter to promote what staff are doing. One idea would be to include staff office spotlights. This would go beyond the scope of the current HR newsletter. It was proposed that the newsletter would be offered quarterly or twice a year. Kenneith Collins agreed to help. They will move forward with the newsletter if Mike McCoy grants his approval.

New Business:

1. Mark Gale provided everyone with copies of the CUPA Reclassification draft document. Item III.B.c., which involves creating a Staff Senate Employee Compensation Committee, was discussed in detail. The proposal would be to have an uneven number of people on this committee coming from each staff area and the presiding officer. Steve Clark made the motion to move the document forward to Mike McCoy. Bethany Campbell seconded. The motion passed.
2. Carnation sales are conducted every February for Valentine's Day. The Staff Appreciation luncheon is held in April. The Senators were asked to be ready to discuss both of these events at the January meeting. In particular, the group needs to decide on a theme for the luncheon.
3. Mark Gale and Penny Pitts led a discussion of some of the wording in the current Employee Disciplinary Procedures policy. There does not seem to be enough clarification about what employee actions lead to which disciplinary actions. Also, there is not a clear procedure for an appeal or due process. Some senators feel that a more formal, systematic process should be outlined. Others wonder if the language could become too specific and too rigid. What if the same offense could be more serious in one area than another? Some of the policy, especially as it relates to new hires after October 1, 2012, may be law. It was decided that Chris Moss would talk to Mike McCoy about some of the items in the current policy to see if the senators could make a recommendation regarding some revised wording of the policy which would be sent to the President and then forwarded to the Board, if he agrees with the recommendation.

Additional Items:

1. Email restrictions are still a problem. Not many administrators seem to have pursued the route of broadening the email privileges within departments.

Announcements from Senate Members:

1. The fall commencement ceremonies are scheduled for December 9.

Meeting adjourned at 3:00 p.m.

Minutes respectfully submitted by Molly Pepper.

Molly Pepper