

Staff Senate January Minutes

Thursday, January 16, 2020

Senate Chamber

9:30 am – 10:30 am

1. Welcome & Call Meeting to Order

2. Someone please move to make President Cullen an at Large Member, THANKS!

Lee Minor moved to make President Cullen an At Large member, Chaundra Walker seconded the motion.

2. Old Business

No minutes – Tori on Parental Leave!

3. New Business

a. Minimum Wage Mid-Year Increase

- i. Discussion on the minimum wage increase. Ended in composing a statement of gratitude to be sent to President Rudd.

b. Food Drive

- i. Food Drive update- shift to a spring food drive instead of a winter break food drive. Allocate a \$150 budget to purchase bins to hold the food that can be reused.
- ii. Frankie Perry made the motion; Sharrion Smith seconded the motion.

c. Issues Review

- i. Look into creating a physical box where employees can submit complaints or suggestions. Maybe a mailbox of sorts, could be in the admin building?

d. Physical Suggestion Box

e. Membership

- i. Meghan proposed to amend bylaws when electing new members to switch from asking all employees to opt out, to instead opt in. This would create a smaller pool of people interested in being on staff senate.
- ii. Vickie Peters made the motion; Steven Booth seconded the motion.

f. Safety Committee

- i. Updated members on the parking situation and that we do not own the land on the parking lot side of Zach Curlin, we cannot repave them, or create sidewalks.
- ii. Brought up the issue of contractors not being identifiable.

g. Recap December Breakfast Meeting with Dr. Rudd

h. New Wage Resolution (See attached

- i. Brought up a proposal by Kara Bowen to conduct a study on wage inequity. It was denied and failed to get support. The issue was instead tabled to be brought up at the next meeting.
- ii. Paige Richmond made the motion; Sharrion Smith seconded the motion.

4. Call for Questions/Concerns

5. Adjourn

Paige Richmond made the motion; Sharrion Smith seconded the motion.

Be it resolved, that the President and administration of the University of Memphis take under advisement the following proposals from the Staff Senate geared toward achieving pay equity:

- 1) a formal request for a professional, external, comprehensive salary study to evaluate pay equity with respect to race, gender, and required and requested education and experience, including a comparison to pay for peer institutions;
- 2) the results of the study be provided to the staff;
- 3) an annual funding pool is established to address equity disparities, as is done for faculty;
- 4) that a formal set of procedures be put in place by which a staff member may appeal for his/her salary to be reviewed for an adjustment based on equity concerns and receive such a review in a fair and timely manner;
- 5) that the university address equity pay disparities and living wage needs before converting back to a percentage of wage based compensation plan that only widens any disparities.