

University of Memphis Staff Senate Meeting Minutes June 18, 2015

Present: Becky Amos, Karen Bell, Charles Black, Ann Brock, Constance Butts, Ilene Cooper, Rhonda Cosentino, Rodney Gray, Jill Green, Racheal Hall, Sharon Harber, Janet Hargrow, Ashley Holloway, Ann Hudson, Lisa Justen, Amelia Mayahi, William Mueller, Vickie Peters, Felicia Roddy-Jackson, Penny Saed, Gina Savell, Debra Scott, Kate Sims, Debra Turner, Jennifer Walker, Kimberly Wilson

Excused: Lindsey Bray, Alfreda Davis, Geoffrey Fenlong, Lauren Kane, Beth Ann Simpson, Virginia Huss

Unexcused: Eric Bailey, Brigitte Boyd, George Copeland, Sheron Davenport, Georgette Kearney, Robert Marczynski, Kimberly McAfee, Lofton Wilborn

Welcome: President Vickie Peters

Meeting Called to Order: President Vickie Peters

Roll Call: Secretary Kate Sims

- Budget Report – Remains \$4,126.21
 - Balance of \$766 after spending a total of \$3,360 on Staff Appreciation Days for both the Main Campus and the Lambuth Campus
 - President Peters suggested using the balance to purchase new lapel pins for the Senators as our supply has been depleted. By an audible vote, the Senate agreed with no negative response.
- Old Business
 - Town Hall Meeting rescheduled date not confirmed.
 - Suggested for July 16 as this would be the last meeting for the outgoing, 2013 – 2015 term, Senators. Also noted; August and September would be very busy months for Senators and, likely, the President.
 - Tentative agenda items for the Senate to address during the next year
 - Communication – Policy Review Board now meets every 2 weeks as opposed to just twice all of last year. Must develop multiple layers of communication to ensure all employees receive the same message (i.e. Physical Plant employees don't always have access to email).
 - Compensation – Discussion regarding a 2% increase listed in the Governor's budget and how/when it will be disseminated. If a portion will be based on merit, how and when will the criteria be determined? Most departments across the University conduct their evaluations differently; some give all or mostly all

5's for ratings, while other departments rarely, if ever, give a 5 on a performance evaluation. Many Senators expressed worry over how increases could be put into place by July 1, the beginning of the fiscal year. Overall, the Senate feels they should be more involved in the higher level discussions, or at least invited to hear some of them before the end determination is released to the Staff. Some have possible suggestions such as offering to take a cut in pay rather than having other staff members in their department lose their job by a Reduction in Force (causing the remaining employees have to pick up the work that used to be performed by the now RIF'd employee). Senator comments turned to the Reduction In Force a year ago in June 2014:

- We hit the \$1.5 million savings we were told we needed to hit, but what now?
 - The worst was not being told why the RIF's were coming, why they chose who they did. And now we are doing so much more with less, and can't see the value added. We're told we are lucky to have a job.
 - The ranges of our jobs have expanded so much but our pay stays the same.
 - Employee Recognition – Ask Dr. Rudd to bring back what is in our policy. Our understanding is that he was not aware of our old program which had a small cash award attached to it.
 - Leave Policies – discussion regarding making sure the enforcement is standardized equally across the university. Senators commenting on recent Physical Plant leave and attendance policies becoming too stringent, and employees feel like they are being treated like children. Morale is suffering as a consequence.
 - The question was raised as to whether the Senate might ask each department for a copy of their current leave and attendance policies for discussion.
 - Holiday closings – the Senate agrees to definitely push for a full 2-week Holiday closing around Christmas and New Year's Day during the next academic year.
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- Committee Reports
 - Budget – NR
 - Bylaws – NR
 - Issues Review – NR
 - Legislative – NR
 - Campus Safety and Security – NR
 - Facilities and Services – NR
 - Fee Refunds and Appeals – NR
 - Food Services/Dining – NR
 - Public Records and Forms – NR
 - Space Policy Council – NR
 - Traffic and Parking – NR
 - Policy Review – NR
 - Sustainability – NR
 - ESAC – NR
 - Adjournment
 - Motion to adjourn: Senator Penny Saed
 - Second: Senator Rachael Hall

Door Prize Winners 2015 Staff Appreciation

Aramark Vouchers

Connie Dunn
Chris Tate
Breyanna Hampton
Patricia Harris

Lakeside Tote bags

Tommy Alexander
Danny Linton
Amy Junez

President's Giftbag

Chaquieta Williams

Alumni Association Gift baskets

Katherine Wright
Felicia Jackson

Season Football Tickets

Jill Green

Big UM Cups

Kellie Oliver
Alyson Chapman