

**University of Memphis Staff Senate Meeting Minutes**  
**October 15, 2015**

Present: Becky Amos, Eric Bailey, Sharon Beasley, Karen Bell, Christine Bertz, Jessica Bigger, Brigitte Billeaudeau, Charles Black, Lindsey Bray, Jessica Bromwell, Constance Butts, Paul Cade, Ilene Hogan, Rhonda Cosentino, Sheron Davenport, Alfreda Davis, Hilary DeLuco, Geoffrey Fenlong, Billy Goldsby, Jill Green, Sharon Harber, Kate Howard, Latica Jones, Paige LeBlanc, Megan MacLeod, Vickie Peters, Brennan Reeves, Penny Saed, Barrett Schwarz, Deborah Scott, Debra Turner, Jennifer Walker, Denna West, Elinor Williams

Excused: Virginia Huss, Lauren Kane, Kevin Langellier, Amelia Mayahi, Hector Ramirez, Felicia Roddy-Jackson, Beth Ann Simpson

Unexcused: Cedric Burgess, George Copeland, Norman Fuller, Janet Hargrow, Eric Sabin, Kim Wilson

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Called to Order: Vickie Peters, President

Roll Call: Sharon Harber, Secretary

New Business:

- Effective October 15, 2015, “same sex” spouse will be removed from benefits questionnaire
- Senate voted to draft a resolution regarding the following Parking Garage issues:
  - Lighting on the upper levels
  - Extended speed bumps
  - Signage stating “you are here”

Vickie will send the resolution to the Issues Committee for review in November

- Issues to be submit to President Rudd:
  - Open communication regarding employment, such as rifts
  - Improve communication regarding changes in policies/procedures
  - Compensation
    - Recommendation – Staff Senate representative on the Finance Committee
  - Bring back the Employee Recognition program
- Review the current Leave Policy
  - A motion was made by Paul Cade to introduce an attendance policy; second by Penny Saed
  - Constance Butts suggested flexibility should be considered in an attendance policy
  - Latica Jones suggested a policy regarding “Shared Leave”
- Brigitte Billeaudeau asked if the current U of M Sick Bank was in line with TBR. Vickie Peters asked Brennan Reeves to check into the Sick Bank issue and have Human Resources send a list of those enrolled in the Sick Bank.
- Employees wishing to report unsafe acts or conditions before an injury occurs should complete a “Near Miss” report [http://www.memphis.edu/ehs/pdfs/near\\_miss\\_report\\_form.pdf](http://www.memphis.edu/ehs/pdfs/near_miss_report_form.pdf).

Paul Cade motioned to adjourn; Penny Saed second the motion.