

**Staff Senate July Meeting**  
**Thursday, August 16, 2018**  
**Senate Chambers**  
**9:30 am – 10:30 am**

1. Welcome
2. Call Meeting to Order - President Cullen 9:35 am
3. Roll Call:

**Present Members:** Tammara Adams, Theresa Adams, Constance Amos, Barbara Bekis, Kara Bowen, Frances Breland, Patricia Brock, Jessica Bromwell, Latisha Brooks, DebraAnn Brown, Kristin Buck, Paul Cade, Fredrika Cowley, Meghan Cullen, Brian Deal, Helen Dodd-Rogers, Katelyn Emerson, Tracey Gillespie, Jamilah Harris, Erma Hudson, Landon Johnson, Latica Jones, Holliday Jones Ridge, Kevin Langellier, Kimberly McIntosh, Mark Patterson, Brennan Reeves, Cody Sacks, Madeline Simington, Victoria Tardugno, Debra Turner, Minor Vawter, Chaundra Walker, Elinor Williams, Theresa Winkelmann

**Excused Absences:** Alison Brown, Martin Deull, Shelley Hand, Zaneta Ivy, Denna West

**Absent Members:** Christopher Allred, LaTondra Arnett, Cedric Burgess, Jeffrey Clements, Clifton Dandridge, Billy Goldsby, Linh Luu, Beau Staples

4. Presentation United Campus Workers Presentation –  
Speakers are Jayanni Webster (West TN Organizer) and Margaret Cliff (Administrative Associate Department of Architecture and Memphis Chapter United Campus Worker VP).
  - Dues are on a sliding scale \$15/month or \$25/month (\$60,000+ salary). There are membership forms online.
  - Only higher education union for graduate student, faculty and staff. Has been around for 16 years. This union can advocate at the state level. They offer access to Legal help. They have previously helped with raising the wages of lower paid employees. Also, have helped stop the outsourcing across the state of TN with other higher education institutions.
  - Currently working on the Fair Raise Plan, this will try to give flat dollar raises and help the compression pay across the board. Also doing a Know Your Rights training across the state.
5. Old Business
  - a. Old Minutes – Will be distributed before the October meeting.

b. Brief recap of meeting with CFO and HR –

- Responses from the meeting? Info was interesting but wondered why it could not have been emailed out to everyone. Not all the answers were exactly clear. There is a feeling that fundraising is usually not focused on staff but on things that are not necessarily beneficial.
- Meghan Cullen contacted Faculty Senate to talk about the staff member wage concern. She gave a snippet of the Faculty Senates Family Friendly campus working environments. She also talked about how faculty have a base pay on degree level and she would like to have a same system for the staff. Meghan informed us that she will write a report of the meeting with Faculty Senate and send it out to everyone.
- During the CFO meeting – Found out that they could have raised the minimum wage to \$15/hr this year and didn't. Could have done a 1% across the board raise and not done the merit raises but they did not do that because the board wants us to go move towards a merit-based pay system. There is no current official way to get on the agenda for the Board of Trustees. President Rudd is the current representative for the staff on the Board of Trustees. We can go to the meetings, but we do not have a voting voice.
- HR is going to help with the Staff Appreciation event this year. Carolyn Featherstone, Administrative Assistant for Faculty Senate, has been helping with administrative things for the Admin office, which was temporary. Meghan will write a report letting everyone know what she has been working on and will send that out.

6. Committees – To save time please email President Cullen with which staff senate committees you would like to be on. I am in communication with the CFO's office to see how many representatives they would like for the university committees.

Staff Senate Committees

- a. Bylaws Committee
- b. Election Committee
- c. Issues Review Committee
- d. Legislative Advisory Committee

University Committees

- a. Facilities and services
- b. Issues and review committee
- c. Traffic and parking
- d. Fee/refund appeal
- e. Public records

7. New Business -
  - a. Voting for executive committee
    - i. VP (Presiding a meeting in the stead of the President, financial officer, annual budget) – Mark Patterson
    - ii. Secretary (Completes minutes, communication to staff senate and executive board) - Victoria Tardugno
    - iii. Coordinator of Website Information (updates website) - Jamilah Harris
    - iv. Coordinator of Membership Information (Helps during elections in the Spring and with motions) – Latisha Brooks
    - v. Coordinator of Public Relations (Organization for canned food drive and staff appreciation day) – Cody Clinton
8. Announcements –
  - a. The secretary will email out the minutes for this meeting and the past two meetings.
  - b. Check out the by-laws on the website. [Staff Senate By-Laws](#)
  - c. Look at the committees from the website and email the President which committee you want to be on. [Staff Senate Committees](#)
  - d. Executive committee will be talking about the committee expectations
  - e. Bruce Johnson will check on the bollards around campus.
  - f. Ask me! Don't forget to sign up.
9. Questions/Concerns -
10. Meeting Adjourned at 10:43 am – V. Tardugno seconded by K. McIntosh