FAYETTEVILLE STATE UNIVERSITY

Teams Virtual Meeting Thursday, August 26, 2021

2:00 p.m.

The FSU Staff Senate convened via Microsoft Teams Thursday, August 26, 2021 at 2:00 p.m. President Dwane Hodges called the meeting to order at 2:05 p.m.

# ATTENDANCE

The following were in attendance: Dwane Hodges, Chanieca Hudson, Tamika Jones, Constance Hollingsworth-Pierce, Monique Alexander, Arnescia Moody, Amy Coleman, Karen Andrews, Jason English, Nicholle Young, Vickie Bannon, Allen Hearon, Gloria Mills, Cynthia Jones, David Troup, Amyn Abduk-Khaliq, Shenetta Dudley, Yasmine Farley, Velappan Velappan, Dorothy Cannon-Brown, Ivan Williams, Lisa Bernard, Paula Sampson, Cynthia Jones, Melissa Wells, Lisa Saunders, Yolanda Barnes, Terrance Robinson, Michelle Hocker, LaShanta McCorkle, SeQuenna Pennix, Lakeshia Payton, Terrence Robinson, Jerone Gray, Patricia Flanigan,

**HUMAN RESOURCES UPDATES**, Carl Dean, Associate *VC for HR* and Kay Faircloth- *Associate Director for HR*

* Carl Dean looks forward to working with staff senate
* Discussion about vaccinations on campus and $100 Gift Card Incentive for Faculty & Staff who are fully vaccinated. Submit your cards to Ms. Theressa Graham at [tgraham1@uncfsu.edu](mailto:tgraham1@uncfsu.edu) or fax to 910-672-1821. Location and hours to pick up gift cards will be announced through FSU News.

**Title IX Update**, Atty. Jessica Tuttle, Title IX Coordinator

* Atty Tuttle presented and provided updates on Title IX.

'No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.'

- Title IX of the Education Amendments of 1972  
Implementing Regulations at: 20 U.S.C. § 1681 & 34 C.F.R. Part 106

**June 2021:**

The U.S. Department of Education's Office for Civil Rights issued a formal notice explaining that it will enforce Title IX's prohibition on discrimination on the basis of sex to include:

(1) discrimination based on sexual orientation; and

(2) discrimination based on gender identity.

Pronouns

Guides, tips, and other useful information:

[www.uncfsu.edu/title-ix](http://www.uncfsu.edu/title-ix)  - Pronouns Tab

Preferred Name / Name Change Requests

Employees should connect with Human Resources, and students should connect with the Office of the Registrar to process their requests

* Pregnant & Parenting Campus Community Members - Employees should connect with HR and Students should connect with the Counseling and Personal Development Center for additional information
* Lactation Support Program – All nursing mothers enrolled in the lactation support program may make use the lactation room located in Williams Hall Rm 215.
* Reporting Title IX tips, concerns, incidents – Anyone with knowledge of an alleged violation of our Policies is encouraged to share information with the Title IX office as soon as practicable. Phone – 910-672-2325, email: [TitleIX@uncfsu.edu](mailto:TitleIX@uncfsu.edu)

**FSU Emergency Management Update –** Mr. Melvin Lewis, Director of Emergency Management discussed how FSU handles emergency situation such as Hurricane preparation and power outages. Emergency Management team is tasked with establishing a culture of emergency preparedness and response across the University. For emergency situations go to [www.ready.gov](http://www.ready.gov) for more information.

# PRESIDENT’S REPORT

# Our president discussed the following topics:

# UNC State Staff Assembly Report – There is discussion about replacing career banding with a new system for Staff and moving everyone to EHRA positions.

# NC State legislature is trying to finalize the percentage of raises for employees. The legislature intends to provide bonuses to UNC employees – One-time bonus of $1,000 and additional $500 for people who make $75,000 or below.

# Review of the responsibilities of the Senate/Bylaws – \*Tabled for next Staff Senate meeting\*

# Chancellor’s Cup Golf Tournament – FSU has a Chancellor’s team. They are not accepting staff teams yet. President Hodges will keep us updated.

# Senator Focus Groups – Each senator should have at least 5 – 6 people that they engage with so the Senate can have a cross section of opinions from staff around the university.

# Bi-weekly pay – President Hodges is working with Chancellor Allison and Chief Hargrove on the possibility of bi-weekly pay for FSU employees. President Hodges will be creating a survey with Dr. Dilday, Faculty Senate Chair to see how the university personnel feel about this topic.

**COMMITTEE REPORTS**

**Treasurer Report:**

Mrs. Patricia Flanigan –The beginning balance for the staff senate account is -$231. The Education Grant balance stands at $8,233.

**Review of Standing Committee:**

VP Chanieca Hudson reviewed the standing committee vacancies that need to be filled. The detailed information can be found on the website. <https://www.uncfsu.edu/faculty-and-staff/staff-senate>.

**Selection of a committee assignment by Senators/Alternates and Proxys/Appointments of Committee Chairs:**

President Hodges discussed the importance of serving through committee participation. He reminded all senators that based on the By-laws they have to be on a committee. He would like for alternates and proxy to be on committees as well. If you are interested, please send your committee selection by email to VP Hudson.

**New Business:**

* Pres. Hodges stated that two new positions have been (re)established: SGA and Faculty Senate Liaisons. He indicated that those interested in the positions contact either he or VP Hudson.
* Senator David Troop presented the concept of a new spirit team that periodically will go to various offices on campus and give encouragement to the employees there. Those who are interested in contributing should contract Senator Troop.
* President Hodges contacted Chief Hargrove and requested that the Staff Senate be included in the production of Homecoming activities. He is awaiting correspondence from the Homecoming Committee

# ADJOURNMENT

Chanieca Hudson entertained a motion to adjourn the meeting. Arnescia Moody seconded the motion. The motion carried. The meeting was adjourned at 3:25 p.m.