FAYETTEVILLE STATE UNIVERSITY

Teams Virtual Meeting Thursday, September 23, 2021

2:00 p.m.

The FSU Staff Senate convened via Microsoft Teams Thursday, September 23, 2021, at 2:00 p.m. President Dwane Hodges called the meeting to order at 2:02 p.m.

**ATTENDANCE**

The following were in attendance: Dwane Hodges, Arnescia Moody, Yasmine Farley, Melissa Wells, Vickie Bannon, Dorothy annon-Brown, Constance Hollingsworth-Pierce, Michelle Hocker, Patricia Flanigan, Karen Andrews, Roni Stearns, Cynthis Jones, Velappan Velappan, Linda Saunders, SeQuenna Pennix, Paula Sampson, Nicholle Young, Amy Coleman, Sylvester Washington, Shenetta Dudley, David Troup, Monique Alexander, Sandra Woodard, LaShanta McCorkle, LaKeshia Payton, Keith Townsend, Randy Gainey

**APPROVAL OF MINUTES**

Ms. Flanigan brought to the Senate’s attention there were some corrections to be made to the minutes. President Hodges confirmed the corrections were complete and the revised minutes were sent to everyone by Amy Coleman in the chat box.

Mr. Velappan made a motion to approve the minutes and seconded by Ms. Flanigan. All were in favor of approval with no sign of objection.

**HUMAN RESOURCES UPDATE** – Ms. Kay Faircloth, Assistant Director for HR

* Open enrollment begins on October 11th – 29th. Every employee will default to the 70/30 state health plan. Everyone must go in and make your selection if you want to be in the 80/30 health plan. Enrollment may be done online or by calling the 800-number. Communication will be sent through FSU News. There will also be a virtual benefits fair. Ashleigh Mitchell will have lab hours set up for those who need it. If using the 800-number to enroll by the phone, please start early.
* The vaccine and testing requirement – If unvaccinated, persons can get vaccinated. If you do not want to get vaccinated, persons must get COVID tested weekly. If done on campus, the results will automatically be submitted. If tested off campus, persons are responsible for uploading and reporting those results. For those who have not provided proof of vaccines, the start of COVID testing will start this week. Monday – Friday testing is available in the RJSC. The vaccine mobile unit is also available for those who want to be vaccinated, and all three vaccinations are available.
* Vaccination incentive for gift cards – employees must submit proof of vaccination to Human Resources by end of day September 30th, and they will receive an email when to pick up their gift card for $200.00

President Hodges asked, “If persons receive doctors orders to not get the vaccine, do they still need to get the weekly test?” Ms. Faircloth responded with “Yes.” Every employee must get tested weekly or show proof of vaccination.

**PRESIDENT’S REPORT** – Mr. Dwane Hodges

* CCGT (Chancellor’s Cup Golf Tournament) – is next week. A small group is representing FSU as well as a team that was put together by the Physical Education Department. The support team will be there to hand out FSU branded material. We want to get others to donate to FSU. For those who’s on the committee, more information will be coming soon.
* SGA and Faculty Staff Liaisons – We do have individuals in place to fill the liaison positions. We thank you for your upcoming service.
* Mrs. Constance Hollingsworth-Pierce – SGA
* Ms. Yasmine Farley – Faculty Senate
* Bi-weekly Pay – After meeting with the Chancellor, he recommended that a meeting with HR be held first. A meeting with Mr. Dean is scheduled for the upcoming week to work out some of the logistics of putting out a campus survey. When the time comes for the survey to go out, make sure we encourage folks to complete it. The Chancellor stated there is a possibility to keep the monthly pay as well as implementing bi-weekly for those who want it.
* Transition from SHRA to EHRA – President Hodges reported that the Chancellor stated it is true that SHRA has more job security. Because they are revamping UNC System-wide, they want to ensure all campuses are equal across the board concerning the salary pay scale. The Chancellor did state that he will not use this transition to weed people out. Those persons that have 20+ years in does not have to worry about being affected by this. They will not be targeted.

There were several questions asked about the transition. Some questions are as follows:

1. Will this affect longevity pay?
2. Reclassifications: What happens when persons want to be reclassified for pay increases?
3. What kind of job security will employees have?
4. Does SEANC know about this?
5. Is HR involved in this process?

President Hodges asserted that nothing is finalized because it must go through the state legislature first to be voted on. The Chancellor ensured that no one will be affected by this, and no supervisor will be allowed to let anyone go when the transition takes place. We are bringing this information to the Staff Senate to see what questions we have that can be asked at the next Staff Assembly meeting. As more information is received, it will be brought back to the Staff Senate. We want to create dialogue on this topic so questions and concerns can be addressed with Staff Assembly. Hopefully we can get some answers.

Bonus incentives were discussed for employees who are retiring early. However, there is still not enough information to share because nothing has been finalized.

**COMMITTEE REPORTS**

* Treasurer Report: Ms. Flanigan – Our budget currently holds a deficit of ($231.73). Ms. Flanigan states that she is in the process of sending an email to the VC of Business & Finance since our overall budget has not been reconciled. The funds are there. It’s a matter of closing out the three purchase orders we had for the pageant crowns and gavel. We did pay for those items, but the purchase orders are still open. She will get with the VC to clear those up.

The Educational Grant account balance is $8,233.00.

**OLD BUSINESS**

* Selection of committee assignments – There are some committees we do not need right away, but we do need some because we need money. For those who are interested in being on a committee to bring in funds and have ideas, please let VP Hudson know. Every senator is supposed to be on a committee. The Senate is an activity-based body. Therefore, we need some activity to help us grow.
* Responsibilities of Senate/Bylaws – One of the issues with meeting remotely is voting. With the assumption of everyone downloading our Bylaws, our bylaws states:
* Section 2., Voting, “Only elected Senate members shall have the right to vote on Senate business. Only Senate members present may vote. If a Senator is unable to attend a Senate meeting, he or she must notify the Senate President and his/her Senate Alternate of their absence at least one day prior to the meeting. The Senate Alternate shall have voting power during the absence of the appointed Senator, if a written request is submitted in writing one (1) week prior to voting. Other extenuating circumstances will require executive committee approval.”

Everyone should be at all the meetings. If we must vote on something, those who are senators can vote. We are all active participants in a governing body, but in terms of voting, the elected senators (23 senators) are the ones that can vote. Everyone should have received a notification what position you hold. If not, a list will be sent to everyone to identify your role/function.

* For alternates, under section 5, it states, “Since Senate Alternates may be appointed to complete the unexpired terms of elected Senators, it is essential that they are well informed about Senate activities. Senate Alternates will be included on the mailing list for Senate meeting agendas, minutes, and other correspondence routinely sent to Senators.”

As an alternate, you were voted on to be in that position and it is still an official position. If you no longer want to be an alternate, you must submit written notification. You are official members of a governing body even if you are not a voting member.

* Proxies – it is the same thing for proxies.

The Staff Senate Bylaws link: <https://www.uncfsu.edu/assets/Documents/Staff%20Senate/BY%20LAWS%20UPDATE%202018%20Revised%20and%20Approved%20on%20October%2018%202018.pdf>

* Staff Senate Spirit Team – The Chancellor is in favor of it. They are doing some things out of his office and want to incorporate us rather than have us work separately. There will be another meeting in another week or two.

**NEW BUSINESS**

* Homecoming – There will not be a homecoming parade or anything to set up for concerning homecoming.

If there is anything that anyone wants to discuss, please let President Hodges know so he can include it on the agenda for new business.

**UNIT CONCERNS**

If you are having trouble within your department, the Staff Senate is another avenue to have those issues addressed. The Chancellor wants us to know there is a complaint hotline that we can use. The Staff Senate can bring up issues but make sure it is backed up by using the complaint hotline.

Ms. Flanigan asked if the new roster was updated on the website. President Hodges stated that it is not, but it was sent to Mr. Velappan. Ms. Flanigan stated that she has her last annual report that was submitted to Chancellor Allison. That information needs to be shared on the website as well. She also stated that we have some minutes that were missing from the last four meetings that need to be on the website. President Hodges asked to have that information sent to him and he will talk with Mr. Battle to have the website updated.

**ADJOURNMENT**

Parliamentarian, Mr. David Troup, thanked everyone for joining the meeting and is looking forward to seeing everyone on the 3rd Thursday of October and is ready to entertain the motion to adjourn the meeting. Ms. Cannon-Brown made the motion to adjourn and seconded by Mrs. Hollingsworth-Pierce. The meeting adjourned at 3:00 p.m.