

UNIVERSITY STAFF COMMITTEE MEETING MINUTES

THURSDAY, APRIL 8, 2021 / 1:00 PM – 2:30 PM

VIA WEBEX

Members Present: Katy Aiello, Sherry Craig, Bob Grieshaber, Jared Holloway Carol Kinsley, Julie Lee, Laura McClure, April Puryear, Jenni Wagner,

Members Absent: Amanda Welbon

Call to Order: 1:02 pm

Meeting Minutes Approval for March 11, 2021

Minutes approved with spelling corrections

Shared Governance Update

Tuition Reimbursement Program – not ready to roll out. State Statute about receiving benefits is affecting this. An amendment to the statute would be needed. Can pay for off campus training but not on-campus.

US Excellence Award – two separate awards one staff and one department. A Student Regent noticed that the University Staff did not have this award. No self-nominating will be allowed. Several back-up documents needed. Not dependent upon campus award. Volunteers will be needed with this process. Champion for campus. Nothing heard on final draft as of this meeting.

All campuses doing testing and some have vaccination sites. Madison will not require testing every 8 days if you are fully vaccinated. Phone app currently needed to enter buildings.

Many campuses still dealing with furloughs and layoffs. Some are offering Voluntary Separation incentives.

Implementation of TTC should be happening by fall.

Split benefits rollout in April.

Single pay change rollout in July.

Regents Award

Discussion about whether we should work on this before solicitation paperwork is due.

Discussion about timing of the Regent Award and our local award.

University Staff Committee Elections – Received list from HR. Laura, Sherry and Julie will work on it.

COVID Update

System President Thompson believes that come fall students will not need to test with proof of vaccination. No word on staff testing though. As of now, we should still get tested every two weeks. SHCC could be vaccinating students in the fall. There are plenty of opportunities for staff to get vaccinated. Cases are currently down but the variants are still an issue.

Human Resources

Vice Chancellor Sheronda Glass joined meeting at 2pm

TTC update – Project is moving along. Managers will start to have conversations about new titles in the coming months. Adjustments will be needed for those under the salary range. Those above will not be impacted.

Salary based on the type of work you do - not on work load/departments. Only reclassified if the type of work you do changes by 50% or more. Jobs evolve over time.

Updated directories – coming out of Chancellor’s office – organizational charts being worked on. HR sent out an update in early January regarding HR staffing changes. Can look to website for up to date information.

Departure notices are sent to Provost. Several members voiced thoughts on keeping staff updated on these changes for the campus.

Campus directory should be updated as it is pulled from HRS. We have data in several systems and CTS owns a lot of things – so sometimes things are not current.

Vaccines are currently not mandated for fall nor are they required at this time. It is hoped that not having to test will be an incentive for students. This does not include employees at this time.

Remote work – Directive is that everything will go back to the same way as it was before COVID. System President Thompson wants as many people face to face as possible. Options will still be there, but it can’t be disruptive. There were a few staff taking advantage of the situation.

Adjournment:

Motion to adjourn at 2:43pm

Minutes submitted by: Jenni Wagner, Secretary

GUESTS

TRINA PATTERSON – EDI – REACHING OUT TO DIFFERENT AREAS – EDI WILL BE INTERTWINED IN EVERYTHING WE DO. IT WILL BE THE RESPONSIBILITY OF EVERYONE. NEED TO BE CULTURALLY COMPETENT. STAFF AND STUDENTS - EDI LIAISONS. MAKE SURE THIS GETS OUT TO ENTIRE CAMPUS. TRYING TO MAKE SURE EVERYONE IS AWARE. BUILDING UP WEBSITE, RESOURCES , AND TRAINING. CREATE A SAFE SPACE AND OPPORTUNITIES FOR SHARING VULNERABILITIES. EQUITY DIVERSITY AND INCLUSIVITY.

DALINDA GALAVIZ RANGER RESTART – CALLED RANGER RECOVERY HOW DO WE WORK ON GETTING BACK TO CAMPUS SAFELY. GUIDELINES GIVEN TO SHERONDA. BY END OF MONTH GUIDELINES SHOULD BE POSTED.

BRIEF DISCUSSION ABOUT EVALUATIONS.