

CLEMSON UNIVERSITY STAFF SENATE EXECUTIVE COMMITTEE

November 28, 2017, 8:30 a.m., 801 University Union

Minutes

Members Attending: Roberta Balliet, Leigh Dodson, Karon Donald (Program Coordinator), Leslie Doss, JoAnna Floyd, Alex Foster (Program Assistant), Shelly Geer, Janeen Putman, Bindu Rangarju (Phone), Tonyia Stewart, and Deveraux Williams

Members Absent: Dan Hofmann

Guests: Laurie Haughey, Ami Hood, and Jamie Byrne

1. Approval of Minutes: Roberta Balliet moved to approve the minutes from the October 31 Staff Senate Executive Committee meeting as written. Leslie Doss seconded the motion and the vote was unanimous. The minutes were approved.
2. Financial Update, Leslie Doss. FY18 funds as of October 30th were (a) Vending: \$12,421.39; (b) Staff Senate operating: \$3,677.61; (c) Staff Senate travel: \$308.60; (d) SDP: budget not populated yet; (e) Fund 12 PSA/Extension Outreach: \$6,885.29.
3. Unfinished Business
 - A. CSI:Clemson – This camp is offered to rising 5th through rising 7th graders. There is more information about the camp on our website (<http://www.clemson.edu/centers-institutes/culsoc/summer-camps.html>). The tentative dates for the camp would be the week of July 23-27 or July 30- August 3. The camp normally costs \$100 per kid for all three days, but for this camp we would only charge for the supplies. That would be about \$5 per kid per day. So, \$15 per kid for 16 kids would be \$240. We can charge the parents the \$15 or with your help find another option for payment. We are however concerned that if the camp is free of charge that the participants may not show up for the full camp. In the past we have offered a couple spots in are camp free of charge to students in need, and not realizing the value of the camp the students only showed up for 1 day of the 5 day camp. We really want to make our camp a success, which would mean having each child participates fully. In order to achieve this we believe it would be best if the child had an interest in science. As for determining need, we were hoping the senate could help us with that part. Ideally, we would like to offer this camp to families who normally would not be able to participate because of financial constraints. Basally we do not want to offer this camp to babysit, but to provide opportunities for children who normally would not receive them. Submitted by Katherine Freeman, CULSOC Instructor and Lab Technician.
4. New Business
 - A. Overtime & Comp-time, Ami Hood. ELT met and decided to default to overtime moving forward. According to Ami and HR reps, that decision making process was above their heads, so they were unable to provide clarification on the “why” behind the decision. According to Ami, the plan is for there to be 0 comp-time liability as of January 2018, with the option for employees to choose to be paid out for their accrued comp-time through December of 2018. Ami explained that this new policy direction must be done according to state/federal/university mandates. Staff Senate President Leigh Dodson asked if a law change or Kronos implementation is what brought these changes in policy into effect, but Ami could not speak on that as she was not part of the process behind coming to this conclusion, but was only told to implement these revised policies into new practices. Ami also reported that comp-time liability is currently at \$750,000-\$800,000, and that is only what has been accurately and legally recorded. Communication regarding policy changes was sent out to Athletics, PSA, and others who were still using comp-time, however, Exec senators from those areas exclaimed that the communication was not received

and if so was most certainly not clear or distributed fairly through their areas. According to Ami and HR reps present at the meeting, the current plan is to send out similar communication on December 12 to those who currently have comp-time balances so that they may take their leave or comp-time payout before Dec. 15, 2017, and can have this payout put into the Dec. 31, 2017 paycheck. However, this communication outreach will be moved out to Jan. 15, 2018 if necessary, but according to Laurie Haughey, they are still fully on schedule for the Dec. 15 announcements. The Exec Committee expressed very strong disdain for this decision and a strong desire to express to ELT how awfully this will affect the staff force, the work that gets done, and even the morale of staff at the university in general. Jamie Byrnes (HR rep) strongly recommended expressing these concerns to the budget center heads of the Exec senators in order to properly express these dire concerns. JoAnna Floyd, P&W chair, would like for staff senate to collectively make a statement in order to affect the most possible change. The final conclusion made was that Exec will work with their constituents and share with the full senate and get some comments/feedback and work on submitting something to ELT to express the negative feelings over this policy and its implementation. One important note to keep in mind is that more productive solutions and strategies need to be proposed by the senate that would replace these negatively viewed policies

- B. State Outreach Discussion – George Askew agreed to pay for visits to the 5 REC’s across the state again. Exec would like to most likely provide refreshments instead of full meals at each stop this time. The committee is tentatively looking at the week of March 5, 2018, but no official plans have been made. Exec will continue to discuss the possibility of this trip into the new year, including specific details and plans for the trip itself.

5. Committees

A. Standing

- 1. Activities, Roberta Balliet.
 - a. Military Appreciation Event (Update) – Roberta offered her appreciation to everyone who helped plan and execute the Military Appreciation Reception. Roberta, the Exec Committee, and the Staff Senate received tons of positive and appreciative feedback from our military veterans on campus.
- 2. Communications, Bindu Rangaraju. The November newsletter was sent out yesterday to senators for distribution to their areas. Other than that, just make sure to keep on the lookout for material to use in the December and upcoming Staff Senate Newsletters.
- 3. Membership, Shelly Geer and Deveraux Williams. As there were not enough senators present at the Nov. 14 Staff Senate meeting, the vote for the changes to the senate bylaws has been moved to the December meeting agenda.
 - a. Absences - Emails were sent out yesterday to senators approaching the 7 allowed absences (combined from both monthly senate meetings as well as committee meetings). Any significant developments from this will be reported to the group.
- 4. Policy and Welfare, JoAnna Floyd. There have been no P&W meetings since the last Exec meeting, but P&W is holding their next one immediately following the conclusion of this Exec meeting in the same 801 conference room. However, one item to report is that in regards to supervisory training, HR will be starting an in-person training in addition to training webinars starting in Spring 2018.
- 5. Scholarship, Tonyia Stewart. Scholarship has discussed a few fundraising activities, but will be mainly judging the availability and commitment of the group at the Dec. 7 meeting in order to determine if the Spring Soiree is something that the committee wants to move forward with. There are some opportunities for Krispy Kreme fundraisers, such as pre-orders after which you pick up what you have sold in advance. Senators could also sell the donuts at local schools such as Edwards Middle and Daniel High School to sell a large number of boxes during parent-student pickup time and other heavy traffic periods during the school day. Also, Tonyia spoke with Event Rentals on campus regarding donating the tables and chairs for the Spring Soiree and will report the final conclusion on that after this coming month, as it is looking promising as of right now. With the Spring Soiree scheduled for May 18, 2018, Tonyia would like to have all physical items/elements for the soiree in

no later than mid-April, 2018. Further information regarding the development of the soiree is incoming.

6. Announcements

7. Adjournment: There being no further business to discuss, the meeting adjourned.

Next Meeting: Tuesday, January 30, 2017, 8:30 a.m., 801 University Union