

**UNIVERSITY OF SOUTH CAROLINA
STAFF SENATE MEETING**

Tuesday, April 9, 2024

3:00 – 4:30 p.m.

PRESIDING: Tyson Lusk, President

Call to Order – Tyson Lusk, President

President Lusk officially called the meeting to order at 3:00 PM. President Lusk welcomed staff senators and visitors to the staff senate meeting. He reminded attendees that only staff senators are permitted to speak during the meeting.

Roll Call/Attendance Report - Katherine Hilson, Secretary

Secretary Hilson checked the roll after taking attendance. According to the attendance report, 42 senators were in attendance, 7 senators were absent, 2 senators were online, and no senators gave proxies.

Establish Quorum – Chris Burkett, Parliamentarian

Based on the attendance report, Secretary Hilson declared a quorum was established and Parliamentarian Burkett declared business could be conducted.

Approval of Minutes – Tyson Lusk, President

There were no changes to the March 12, 2024, staff senate meeting minutes. Senator Carey made a motion to accept the March 12, 2024, general body staff senate minutes as written. Senator Culpepper seconded the motion to accept the minutes as written. All senators were in favor. The motion was adopted and carried, and the minutes were accepted as written.

Reports of Officers:

Tyson Lusk, President

- We are excited to share we have 98 nominations for staff awards, which is a huge increase in nominations from last year! A very robust review process will begin tomorrow, and we are so excited to award the deserving staff next month.
- Please remember to connect with your constituents about Staff Appreciation Day! So far we have 898 RSVP's and would love to continue to increase that number!
- Special thank you to all of the volunteers for the Big Event – we appreciate you!
- Give it up for good – April 15-May 10 – more information will be shared soon.
- We received funding for Staff Well-Being who will be housed in the center for health and well-being and under the direction of Amanda Castles.
- College of Charleston reached out to us to ask questions about our Staff Senate and I've been working with them. I wanted to share this because people are watching and are looking to our Staff Senate for guidance.
- Please join me in welcoming our guest speaker today, Dr. James.

Dr. Anthony James, Access and Opportunity

- Our office is comprised of six staff members split into two areas – training and administration.

- About us: the Office of Access and Opportunity works closely with university students, faculty, and staff to create and sustain an inclusive learning, living, and working environment where all members of the university's community feel that they are welcomed, valued, and supported.
- Vision: to create and sustain a diverse University of South Carolina where all thrive and excel.
- Mission: to lead and support university-wide initiatives focused on the recruitment of a diverse faculty, staff, and student body while fostering an inclusive and equitable university community.
- Inclusive Excellence & Education: Our inclusive education programs aim to deepen knowledge and understanding of inclusive excellence through education and lived experiences and apply these skills to action for individuals and teams. All our programming is located under the Diversity Programs Tab on the Office of Access and Opportunity home page [here](#).
- Inclusive Excellence Institute: The Inclusive Excellence Institute offers a leadership development program that promotes diversity, encourages personal and collective responsibility, and helps participants develop an inclusive growth mindset. This program requires a 7-month commitment, with one half-day in-person session scheduled monthly. The next institute will begin in September 2024
- Bridge to Faculty Program: The Bridge to Faculty Program encourages and supports underrepresented early-career scholars through tailored workshops and mentoring relationships. To host a fellow, departments must complete an application, and selected departments will conduct competitive searches to hire a fellow. Applications can be found [here](#).
- MLK Celebration & Social Justice Awards: always the Friday before MLK Day
- MLK Symposium: Workshops and events regarding inclusivity, belonging, parity, multiformity, social justice, etc. Capture your program [here](#).
- Social Justice Awards: This award is given to those who actively demonstrate Dr. King's philosophies through various acts of community service, social justice, or racial reconciliation. Nominations can be made anytime [here](#).
- Parliamentarian Burkett asked about challenges in the current political climate and any fears with current legislation.
 - Dr. James answered we don't feel threatened by the current bill because it pertains to a lot of things that we do not currently do. We want to make sure all people feel welcomed and that we can have civil discourse.
- Senator Reid asked are there topics that your office would like to address if you were to grow or information you want our constituents to know about your office?
 - Dr. James answered the growth in programming and dialogue across differences. We are about to have a very contentious time at our university with the upcoming election and we must promote civil dialogue and inclusivity. We want to make our university open and focus on interpersonal dynamics.

Treasurer Brown:

- Budget review
- Support Staff Senate funding – QR code and <https://donate.sc.edu/staffsenate>

Reports of Committees:

Membership: William Boland/Julia Hodge

- Officer Elections
 - Wrapped up officer elections to select 2024-2025 Executive Committee
- General Elections
 - Began the process for general elections
 - Looking to fill 9 open seats
 - 1 in Admin & Finance
 - 1 in College of Education
 - 1 in Development
 - 1 in Darla Moore School of Business
 - 1 in Research
 - 2 in Academic Affairs and Provost Reporting
 - 2 in Student Affairs
- Created a proposed timeline for elections with highlights below:

4/03/2024	Senator open seat nominations open
4/05/2024	Senator open seat nominations close
4/10/2024	Senate seat applications open
4/12/2024	Senate seat applications deadline
4/16/2024	Senator applicants announced for each unit/college/division
4/19/2024	Elections Open
4/19/2024	Campaigning begins
4/30/2024	Elections close

Communications: Thom Harman/Michaela Taylor

- Working on communications across campus for staff members, should have wrapped up soon!
- Formal invitations are complete for staff appreciation day!

Staff Policy and Well-Being: Beth Herron/Jason Cone

- VP Agardy shared there will be a special reception for 20, 30 and 40 years of service for staff at an award reception at the Presidents house.
- Phase 3 of class and compensation is going well – almost 500 employees have been updated.
- Segal outside firm assessment is still ongoing and HR is eager to see the results.
- There have been improvements to our opportunities to contribute to 403b plans.
- Our committee went over staff and faculty tuition benefit and what benefits look like for dependents as well. We have room for growth.
- Shoutout to Cami Reid for leading the charge for advocating for staff who take on more duties and seek additional compensation.

Professional Development: Georgia Doran/Travis Weatherford

- Met to discuss how we can leverage the robust resources the university already has and how we can best utilize these resources.
- In touch with Nicole Vaughn to get her to speak about their units and trainings.

- If you all have any suggestions or things you want to hear from, please reach out and let us know!

Community Projects: Toni Karl/Amanda Minnet

- Thank you so much to everyone who volunteered for the Big Event! The group raked and collected 37 bags of leaves, redid flower beds, and made great community connections.
- Still collecting pop tabs for RMH.
- Senator Ziegler is laying the groundwork for something awesome with the Gamecock CommUnity Shop!
- We will also have a survey going out in thinking for next year of what you would like to see what we can do for next year. We want to hear from you!

By-Laws: Julia Bellon/Marissa Buck

- The Bylaws Committee began discussions regarding changes needed to Articles III and V to indicate the Vice President becomes the President.
- Also plan to incorporate recommendations from the Executive and Membership Committees regarding representation on Staff Senate.
- We hope to have these changes ready for the Executive Committee in the next couple of months.

Staff Senate Awards and Recognition Committee: Bridget Leslie

- The Awards and Recognition Committee's preparations are on track and moving right along!
- The Executive Committee has approved the formal invitation that should be emailed Monday, April 15th, which includes a link to a page to select a food choice.
- The RSVP landing page is still active and will remain active until May 3rd.
- The rationale here is to allow ALL STAFF members to attend.
- Further, the Executive Committee has approved getting Staff Senate branded items such as tents etc. for future Staff Senate events to include purchasing an item to commemorate the USC Staff Appreciation and Awards Day.
- Reminders are continuously being sent to leaders and staff to RSVP.
- We continue to ask all Senators to encourage staff to sign up.
- As of 4/8/2024 we have 895 RSVPs, which excludes our nominees plus one, custodial staff, and special guests.
- If you are working on a sub-committee, please stay plugged in with your sub-committee chair for status updates.
- This train has many railcars that are concurrently moving in the same direction!
- Last, please continue to solicit donations for giveaways.

Staff Senate Scholarship/Fundraising Committee: Chelsey Malloy/Wright Culpepper

- Thank you to everyone who gave during Give for Garnet!
- We were able to raise just north of \$500 for the scholarship!
- Next steps for us are determining to get the scholarship off the ground.

Parliamentarian Burkett: second reading of proposed Bylaws change

Current:

Article V: Election Procedures

Elections for vacant Staff Seante seats shall be held each March annually across the University. Elections will be managed by the Membership committee which will be advised by the immediate Past-President. (Reference: Article VII. Section 1B)

Proposed:

Article V: Election Procedures

Elections will be managed by the Membership Committee which will be advised by the Immediate Past President. (Reference: Article VII. Section 1B)

Parliamentarian Burkett read the proposed Bylaws change then asked if there was any discussion. There was no discussion on the matter. Senator Chambers made a motion to accept the Bylaws change. Senator Keller seconded the motion. All senators were in favor. The motion was adopted and carried, and the Bylaws changed.

Additional Announcements

- Out of Darkness walk this weekend – Saturday, 9:45 AM on Greene Street
- City of Columbia will be honoring our women’s basketball team on Sunday at 2 PM on Main Street
- Safety walk with campus police – Wednesday, April 17 at 6:30 PM leaving from the Leadership and Service Center in RHUU
- Carolinian Creed week – civil rights book discussion right now and tours through the Anne Frank center
- April 19 at 10 AM on the Horseshoe is the Desegregation Monument unveiling ceremony.
- Title sponsor, Founders Credit Union check – will have an active presence for staff appreciation day and would like to acknowledge our staff.

Upcoming meetings:

- 5/14 – General Body Meeting AND Staff Appreciation Day
- 6/11 – Last General Body Meeting for 2023-2024 Senate Year

Adjourn

Senator Culpepper made a motion to adjourn. Senator Epps seconded the motion to adjourn. All senators were in favor. The formal meeting adjourned at 4:06 p.m.

Next meeting: Tuesday, May 14, at 3:00 p.m. in the Lumpkin Auditorium, Close-Hipp Building, 8th Floor.

Respectfully Submitted,

Katherine Hilson
Secretary
Staff Senate

