

**UNIVERSITY OF SOUTH CAROLINA  
STAFF SENATE MEETING**

Tuesday, August 9, 2022  
3:00 – 4:30 p.m.  
Close-Hipp Building, UAC Training Room #302

PRESIDING: Rushondra James, PhD, President

***Call to Order – Rushondra James, PhD, President***

President Rushondra James called the meeting to order at 3:00 PM and welcomed staff senators and visitors to the full staff senate meeting.

***Roll Call/Attendance Report - Katherine Hilson, Secretary***

Secretary Hilson checked the roll after taking attendance. According to the attendance report, 37 senators were in attendance, 10 senators were absent, 4 senators gave proxies, and 3 senators were virtual.

***Establish Quorum - Bo Hart, Parliamentarian***

Based on the attendance report, Secretary Hilson declared a quorum was established and Parliamentarian Bo Hart declared business can be conducted.

***Approval of Minutes – Rushondra James, PhD, President***

There were no changes to the July 13, 2022, staff senate meeting minutes. EVP Lusk made a motion to accept the July 13, 2022, general body staff senate minutes as written. Senator Hull 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.

***Guest Speakers***

***Courtney Buzan – Student Life, Gamecock Entertainment***

The university is partnering with the Columbia Fireflies and if you buy a ticket you will get a limited edition branded hat! The first 500 student attendees will also get a hat. The championship women's basketball team will be in attendance and President Amaridis will be throwing out the first pitch. The plan is for staff and especially students to interact throughout the night as well. For more information, check out the flyer being shared or click here: [https://sc.edu/about/offices\\_and\\_divisions/russell\\_house/things\\_to\\_do/thursday\\_after\\_dark/index.php](https://sc.edu/about/offices_and_divisions/russell_house/things_to_do/thursday_after_dark/index.php) She also shared the calendar for the August Carolina Welcome and what's happening for students on campus this fall.

***Carlton Washington - State Association, Executive Director and Chief Lobbyist***

Mr. Washington gave an overview of how the lobbyists in the state started and what they do for the university, as well as on behalf of staff. He also thanked everyone for staying strong and working hard throughout the pandemic. He encouraged us to do a better job to educate others on how important associations are, especially considering the current work force is more than half of staff who have less than five years of experience in the state. He shared that the [House Ways and Means Committee](#) is most important to us and our staff within the House of Representatives. In addition, he shared that the [Senate Finance Committee](#) is also very important to us considering

they focus on pay, benefits and workplace issues. Mr. Washington encouraged us to join the association, make contact with our specific legislators, and be sure to provide feedback to our lobbyists. He said we haven't shown in large numbers to share our voice and opinion, and he encouraged us to do that as well!

Senator Colascione asked what the best way to advocate for UofSC Staff for changes in a state level with benefits, needs, and support that goes through policy. He said she should talk to him and if it's specific to the university employees he would work with Derrick and Craig (our lobbyists). He encouraged us to reach out with any questions to his phone, 803-760-6704 or email, [cbwashington64@gmail.com](mailto:cbwashington64@gmail.com).

Senator Morgan how can Staff Senators advocate for fair reclassification across the board. He said to pull the copy of the state employee classification and compensation report and review it. The report suggests that most positions should be reclassified and have a different assignment of pay. He said to strategically share the document with individual leadership and the information is from an expert in the field. Use it as the driving force to request any changes.

President James thanked him for being here and mentioned connecting him with others and would stay in touch.

***Doug Foster – Chief Information Officer***

He said he loves our group and what we stand for. He's so thankful for us and that we can advocate for our staff members at this university. Staff make the magic happen at each institution! It's not always obvious to others how much staff at the university move things forward and make things happen! He also wanted to share that the President supports us, as well as him. He encouraged us to get organized, make a plan, share what we are wanting to do and how we are going to do it and it will be very powerful. We need to share our line of sight and make connections. He is more than willing to help formulate plans and thoughts together.

President James thanked him for being here and being such an advocate for this group.

***Reports of Officers***

***Dr. Rushondra James - President***

- She welcomed new Senators Mitchell (UofSC Law School) and Poveromo (UofSC School of Medicine)
- Shared lots of what she has been up to and what the executive committee has been doing in the last month. Including Meetings with:
  - President Amiridis and Dr. Stacy Fritz, Chief of Staff
  - Maxwell Akonde, President Graduate Student Association
  - Reedy Newton, President Student Government Association
  - Delandous Haynes, Director for PR and Strategy, Student Health Services
  - Dr. Cheryl Addy, Vice Provost – a member from Staff Senate will now be included on the policy committee
  - Asked to attend a reception to honor President Pastides and thank him for his service as interim president on behalf of staff
  - Monthly meeting established with Provost Arnett and Executive Committee

***Bo Hart – Parliamentarian***

The Bylaws Committee has approved the new language for one of our bylaws. The Amendment:

Article III: Membership

Section 1: Representation

A Senator who remains a University employee, but transfers from the designated organizational unit to another organizational unit, will be allowed to complete their term as an At-Large member of the UofSC Staff Senate and maintain full voting rights. Replacement of the vacated seat reference Article III, Section 2, F.

After the Amendment was read and reviewed, there was a motion to approve by Senator Culpepper. Treasurer Leslie seconded the motion.

Before there was a call for a vote, Senator Dial asked if there could be discussion. He shared he would like to propose an amendment to the proposal to strike the portion that states “will be allowed to complete their term”. Senator Dial shared that there are inequities in the way staff are represented depending on their organization unit. Some senators represent a few staff members, while others represent upwards of 300. An At-Large Senator from a larger division can throw off the balance even further. Senator Dial made a motion to discuss the amendment to the bylaws amendment proposed. Senator Fink seconded the motion. Parliamentarian Hart moved to have the senate discuss the amendment from Senator Dial.

Senator Herron asked a clarifying question regarding the election timeline for new senators versus those who are appointed by the executive committee.

Treasurer Leslie asked about the disparities Senator Dial referenced and he shared the specifics of some academic units who have 300+ to represent (Senator Peterson) versus those with a smaller number of constituents.

Senator Duvall recommended as a separate action item that the membership committee research the inequities amongst senators and have a more in-depth conversation regarding the bylaws.

Senator Rose mentioned that the membership committee met with the Bylaws committee, and she shared that they unanimously voted and the at-large senators would have all rights and voting privileges.

Senator Dial shared that those on the membership committee did not remember having a conversation about the bylaw and addressing rights for at-large senators.

Senator Fink clarified to Senator Duvall’s point that the membership committee is in the process of proposing an ad hoc committee to review the disparities between senators and their constituent size.

Senator Cross asked a clarifying question and said does this count for people since student health services was originally under administration and finance and now, I’m in student affairs. So, what does that mean for people who transfer because their department did but they themselves did not transfer.

President James requested a point of clarification from the bylaws committee. She asked if you are in a job and you get a different job in a different role on campus, would that person get to remain for their term or would they have to leave senate.

EVP Lusk spoke to the purpose of the amendment, that it was discussed in the bylaws committee and the reason we want the senator to be able to complete their term as they were elected to do so. The point of staff senate is to make sure the university staff needs are much different than faculty. Staff move a lot more department wise than faculty do. We feel like the amendment in it's current version leans into that. We don't want to lose great staff senators because they have a different job opportunity. There's a lot of work to be done by senators who have been elected to take part in that work. When it comes to bylaws, I think we want things to be as clean as possible and the amendment to the amendment is contrary to that. If we can keep everyone on the same pattern. I would ask that you vote no on the amendment to the amendment.

Senator Fink shared she feels like the individuals were voted upon by their areas and units and they were not elected in the other area so they shouldn't be allowed to continue to serve. At the end of this year, most of us will roll off and we will have to be elected again to continue to serve. It creates the natural flow of having more vacancies versus having everyone rolling off at the same time. I disagree with EVP Lusk and encourage you not to vote to approve the amendment.

Senator Sims shared he wanted to maintain the focus that we are staff senate as a whole, we serve the same purpose, for the same reason, for the same focus, and have the same mindset no matter who your constituents are. I'm sure the people that voted us in that they entrusted us to do our best to represent them in the best way we can.

Senator Holt asked a question regarding a new senator serving out the vacant spots original term or would only at-large members serve out their original term.

EVP Lusk shared the point of clarification that a senator would complete the term that you were originally elected to do. If a senator moves unites, that unit would have a new election.

Treasurer Leslie moved to end the debate.

Senator Herron motioned to end the debate and Culpepper seconded.

Parliamentarian Hart moved to end the discussion and asked for a motion. All were in favor to end discussion except two.

Parliamentarian Hart moved to adopt Senator Dial's amendment to the amendment. Senator Dial motioned and Senator Fink seconded the motion.

Parliamentarian Hart called for a vote and the nays had it.

Parliamentarian Hart went back to the original resolution on the table and proposed that we move to adopt the amendment. EVP Lusk seconded. There were three nays, no abstainers and the yays had it.

The amendment passed.

***Adjourn***

Senator Wright made a motion to adjourn. Senator Epps seconded the motion to adjourn. All senators were in favor. The formal meeting adjourned at 4:30 PM.

**Next meeting: Tuesday, September 13, 2022 at 3:00 p.m. in the Lumpkin Auditorium, Close-Hipp Building, 8<sup>th</sup> Floor**

Respectfully Submitted,

Katherine Hilson

Secretary  
Staff Senate