

**UNIVERSITY OF SOUTH CAROLINA
STAFF SENATE MEETING**

Tuesday, August 10, 2021

3:00 – 4:00 p.m.

Lumpkin Auditorium - Close-Hipp Building

PRESIDING: Dr. Shelley Dempsey, President

Call to Order – Shelley Dempsey, President

President Shelley Dempsey called the meeting to order at 3:00 p.m. and welcomed staff senators and visitors to the full staff senate meeting.

Roll Call/Attendance Report - Andrenette Hudley, Secretary

Secretary Andrenette Hudley called the roll and provided an attendance report. According to the attendance report, 35 senators were in attendance, 8 senators were absent, and 1 senator from School of Medicine - Greenville was virtual and gives proxy to Senator Priscilla Ramsey from the School of Medicine Columbia, and 8 senators absent gave proxies.

Establish Quorum - Tyson Lusk, Parliamentarian

Based on the attendance report, Parliamentarian Tyson Lusk declared a quorum established and business can be conducted.

Minutes - Shelley Dempsey, President

There were no changes to the July 13, 2021, staff senate meeting minutes. Senator Megan Colascione made a motion to accept the minutes as written. Senator Mike Dial second the motion and all senators were in favor. The motion was adopted, and the minutes were accepted as written.

Guest Speaker – Dr. Harry Pastides, Interim President, University of South Carolina

Dr. Pastides shared the following information with the full staff senate.

- The Garnet & Vaxxed campaign committee has been working since May 2021 as a collaboration between University Health Services, Office of Communications and Public Affairs, Student Government Association, and the Graduate Student Association.
- Goal - Produce an innovative and effective messaging campaign that encourages healthy COVID-19 mitigation strategies, ***including a 70% campus-wide vaccination rate.***
- Incentive Strategy-
 - **12 weeks of incentive winners over a 13-week period (no winners announced during Fall Break).** First winners will be selected Aug. 19 (first Friday of classes) and final winners will be selected Nov. 12. There are multiple prizes each week.
 - **Schedule supports full vaccination before campus breaks.** Some of the largest incentives will be distributed on Sept. 24 and Nov. 11 – *two weeks prior to Fall Break and Thanksgiving respectively* – encouraging full vaccination before students/employees leave campus.
 - **Incentives are front-loaded** to take advantage of early momentum.

- **Vaccination cards must be uploaded on Thursdays** (24 hours before drawing) throughout the semester to be eligible for that week's drawing.
 - **Incentive drawings on Fridays** for students, faculty and staff, selected at random from UHS vaccination card upload report.
- Student Incentives
 - Full Tuition Abatement
 - Half Tuition Abatement
 - Football Game Tickets
 - MacBook Air Laptops
 - Airpods
 - iPad Mini
 - \$250 Meal Plan Cards
 - \$500 Bookstore Cards
 - Garage Parking Passes (Spring)
 - Branded T-shirts, buttons, laptop stickers
 - Additional pop-up activities
- Faculty and Staff incentives
 - Garage Parking Passes (6 months)
 - \$1,000 Faculty Travel Grant
 - Airpods
 - iPad Mini
 - \$250 Carolina Cards awards
 - Branded T-shirts, buttons, laptop stickers
 - Additional pop-up activities
- Campus Promotion: Advertising

Target: Community Members

 - Vinyl Banners
 - Vista and Five Points Digital Billboard
 - Horseshoe Banners (August)
 - Housing Signage/Posters (August)
 - Russell House (August)
 - Campus Video Boards (Russell House)
 - Advertising Campaign with Chernoff
- Campus Promotion: Outreach

Target: Students

 - COVID-19 Parent & Families Webinar in Partnership with SCDHEC, July 20 *Complete*
 - Carolina Welcome Tabling Events, August 15-27
 - Garnet & Vaxxed Greene Street Event, August 24
 - Pop-up Vaccination Clinics, August – September
- Campus Promotion: Digital and Web

Target: Students

 - go.sc.edu/garnetandvaxxed (COVID-19 Website)
 - UofSC and UHS Social Media
 - Student Leader PSA *Complete*
 - Vaccine Promotion TikTok Videos *Complete*
 - Garnet Guides Student Influencers

- Campus Promotion: Communications

Target: Students

- Mass Mail – Monthly, beginning Aug. 9
- Aug. 9 (launch), Sept. 6, Oct. 4, Nov. 1
- Sunday Emails – Weekly, beginning Aug. 15
- Aug. 15, 22, 29; Sept. 5, 12, 19, 26; Oct. 3, 10, 17, 24, 31; Nov. 7
- Student Gateway
- Covid-19 Website
- Weekly reminder texts from UHS
- Social Media – University account
- Peer Influencers – SG, GSA, Gamecock Guides
- “Point of Purchase” signage at pop-up vaccination tables
- Parent and Family Programs
 - Monthly newsletter
 - Mass Mail – Re-send monthly email messages to students
 - Parent and Families Gateway

Target: Employees

- Mass Mail - Monthly, beginning Aug. 9
- Aug. 9 (launch), Sept. 6, Oct. 4, Nov. 1
- Monday @UofSC Today
- Aug. 16, 23, 30; Sept. 6, 13, 20, 27; Oct. 4, 11, 18, 25; Nov. 1, 8
- Faculty/Staff Gateway
- Faculty Senate
- Staff Senate
- HR Contacts
- COVID-19 Website

MLK Social Justice Awards 2022- Dr. Julian Williams, Vice President Diversity, Equity, and Inclusion

Dr. Williams presented information on the following:

- **MLK Award** - The Social Justice Awards were created to recognize individuals who have exemplified the philosophies of Dr. King through random or ongoing acts of community service, social justice, or racial reconciliation. Social justice means ensuring individuals and groups receive fair treatment and share equally in the benefits of society. Applications are due by Friday, Oct. 1, 2021, at 5 p.m. The application must describe the nominee's commitment to actively exemplifying the philosophies of Dr. King through acts of community service, social justice, and/or racial reconciliation. If you have questions, please contact Jabari Bodrick at jbodrick@sc.edu. A subcommittee of the MLK Committee will evaluate nominations and applications, select finalists, and recommend one award winner in each category for approval by the MLK Committee. The awards will be distributed in January 2022.

Excellence Grant - The Diversity and Inclusive Excellence Grant Fund is established and supported by the Office of Diversity, Equity, and Inclusion to encourage new inclusive excellence initiatives and strengthen existing initiatives regarding diversity, equity, and inclusion.

The Excellence Fund details:

- Up to \$2,000 for creative programs, events and academic multicultural initiatives that foster collaborative partnerships and encourage diversity, equity, and inclusion across all dimensions of identity
- Open to students, registered student clubs and organizations, faculty, and staff
- New initiatives that include collaborative proposals will be favorably considered
- Applications open year-round

Available Position – The Office of Diversity, Equity, and Inclusion is seeking a professional focused on assessment and data analytics to join them in their work to build and leverage the evidence-base for transformative change at UofSC. They are seeking an individual with demonstrated knowledge and skills associated with equity-minded and participatory research design, analysis, and decision-making. The Assistant Director for Assessment and Analytics will join a growing team, and equity-focused community, as they seek to create a more equitable and inclusive UofSC. The Assistant Director of Assessment and Data Analytics is responsible for planning and leading DEI related campus climate surveys for students, faculty, and staff and coordinating and/or overseeing the development and implementation of regular assessments and/or surveys.

President Search Committee – Lauren Smith, Director of International Student Services

Lauren Smith shared the following information with the full staff senate:

1. There will be three upcoming town halls on Thursday, August 19th and Friday, August 20th. Details can be found [here](#). If senators could share these town hall details with their constituents, that would be awesome! I would love to see staff representation at these town halls. The meeting specifically for Staff Senate is on August 19th.
2. FAQs about the presidential search have now been posted [here](#).
3. Nominations for the position of President should be submitted to krisha.creal@rwilliamfunk.com. Individuals can also submit names directly to Lauren Smith and she will send the details to R. William Funk.

Budget Report – Bridget Leslie, Treasurer

Treasurer Bridget Leslie gave the following report.

- Submitted a budget transfer to reallocate for itemization \$31,114.
- Submitted a non-travel expense report to reimburse for name tents, dry erase markers, cleaner, and eraser.
- Submitted a payment request to pay for Orientation luncheon.
- Our cost pool monthly allocation (academic units are allocated costs related to the administrative functions of the university) is \$2,916.67.

Breakdown by Accounts		
Classified FTE		25000
Traning (Registration)		500
Meeting Location Rentals		3100
Copier Rental		500
Stationery		764
Postage/Shipping		250
General Office Supplies		500
Catered Meeting Events		500

Central Services & Administration	University Comm., Admin & Finance, Finance, Business Affairs, Postal, HR, Koger Center, Development, General Institutional Support, Law Enforcement & Safety, General Fund, Staff Senate, External Affairs	Central Services & Administration costs are largely transactional in nature and driven by University employees (e.g. HR actions, payroll processing, purchasing activity, payment processing, etc.). Therefore, Employee FTE is the chosen cost pool allocation metric.	Employee FTE
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Reports of Committees – (As Needed)

Membership – Vanessa Berry/ Carolina Maulana – Committee Co-Chairs

No Report

Communications – Dwuan Sellers, Committee Co-Chair

Senator Dwuan Sellers volunteered to manage the staff senate website for 2021-2022, with Senator Craig Brandhorst serving as backup. Committee members decided that the Staff Senate Secretary and Vice President will always go through website CMS training, and the committee will designate 1-2 additional senators to serve as web administrators. Access to the staff senate page will be granted upon completion of CMS training.

The entire committee will provide input and content, and the web administrators will organize and structure the content on the website in line with university branding. The staff senate should avoid using the website as a “filing cabinet” and strategically post content.

Staff Policy and Welfare - Megan Colascione/ Ja-Nae Epps – Committee Co-Chairs

Class and Comp Study

- When the full study and key findings come out, find a way to share to all staff at the university (work with Communications Committee).
- Priority should focus on supporting colleagues to make a living wage.

Telecommuting Draft Policy

- The new telecommuting policy was approved by the Division of State HR

Committee Name Change

- Connect with the Bylaws Committee to change the committee's name to Policy and Well-being Committee.

Focus Areas per Committee Charter

- Well-being sub-committee
 - Senators: Ja-Nae Epps, Faye Hall, Curt Derrick, Ali Mathwig
 - This sub-committee will support and advocate for staff compensation, benefits, and well-being at UofSC.
 - Topics in focus:
 - Staff Experience at UofSC
 - ❖ Climate Survey results from previous years
 - Staff Benefits
 - Work with HR to understand current staff benefits and areas of improvement.
- Policy sub-committee
 - Senators: Megan Colascione, Brad Holt, Wright Culpepper.
 - This sub-committee will contribute to and make recommendations regarding university policy and procedures that impact staff.
 - Topics in focus:
 - Policy process for UofSC
 - Identify policies/committees that impact staff and/or missing staff presence
 - Identify areas for policy change
 - Work with Communications Committee to bring awareness of policies for staff

Professional Development – Melissa Kupfer/ Leroy Sims – Committee Co-Chairs

There was a request for MS Teams training for staff senators. It was decided that Senator Anthony Morgan will reach out to UTS and Senator Mike Dial (another senator) to explore training opportunities.

Community Project – Joe Fortune/ Katherine Hilson – Committee Co-Chairs

No Report

Bylaws -Bo Hart/ Kim Rose – Committee Co-Chairs

No Report

Order of Business – Shelley Dempsey, President

Resolution – Mask Ordinance -Mike Dial, Senator

The [resolution – masks ordinance](#) was provided to the senators prior to the meeting for review and consideration. Below is the applicable bylaw for voting on resolutions:

"Resolutions announced on the agenda or introduced during a meeting of the Staff Senate shall be voted on no sooner than the next meeting. However, by a two-thirds (2/3) or vote of those present and comprising a quorum, the Senate may elect to vote on a resolution during the meeting at which it was introduced. A simple majority vote of the Senators present will be necessary to take action on all other matters except removal of a Senator or changes to the bylaws."

The staff senate will need 2/3 of senate votes to consider the proposed mask resolution and then we will also need 2/3 vote to pass the resolution.

The proposed resolution - mask ordinance was presented to the full staff senate in a report by Senator Mike Dial. Senator Brad Holt made a motion to immediately consider the proposed resolution - mask ordinance. Senator Stephen Birnie second the motion. President Dempsey stated it has been moved and second to consider the proposed resolution – mask ordinance. President Dempsey asked if there is any debate on the motion. The motion was debated. After debate Senator Margie Lambries made a motion to pass the proposed resolution – mask ordinance. Senator Emily Davis second the motion. President Dempsey put the question to a vote and asked the senators if they are ready for the question. President Dempsey repeated the motion and called for the vote on passing the proposed resolution -mask ordinance. 32 voted yes and 6 voted no. President Dempsey declared the motion as adopted.

Although the proposed resolution – mask ordinance was passed by the full staff senate there was still more discussion. Senator Barry Duvall made a motion to send the proposed resolution – mask ordinance to the Staff Policy and Well-Bring Committee to review. Senator Wright Culpepper second the motion. President Dempsey stated it has been moved and second motion to send the proposed resolution – mask ordinance to the Staff Policy and Well-Bring Committee to review. President Dempsey asked if there is any debate on the motion. The motion was debated. President Dempsey put the question to a vote and Senator Bridget Leslie asked the senators if they are ready for the question. President Dempsey repeated the motion and called for the vote to send the proposed resolution – mask ordinance to the Staff Policy and Well-Bring Committee to review. 25 voted yes and 22 voted no. President Dempsey declared the motion as adopted.

Presidential Commission on University History –*Prischilla Ramsey, Senator for School of Medicine Columbia*

Table to Next Month Meeting

Title IX Committee Update – *Rushondra James, Vice President*

Table to Next Month Meeting

Announcements - Executive Committee and/or Senators

No Announcements

- **Next Meeting – September 14th at 3:00pm in the Lumpkin Room in the Close-Hipp Building.**

Adjourn - Shelley Dempsey, President

Senator Mike Dial made a motion to adjourn the full staff senate meeting at 4:34pm. Senator Emily Davis second the motion and all senators were in favor. The motion was adopted, and the meeting was adjourned by President Shelley Dempsey at 4:34p.m.

Respectfully Submitted,

Andrenette F. Hudley

Secretary of Staff Senate