

**UNIVERSITY OF SOUTH CAROLINA
STAFF SENATE MEETING**

Tuesday, October 11, 2022
3:00 – 4:30 p.m.
Close-Hipp Building, Lumpkin Auditorium, 8th Floor

PRESIDING: Tyson Lusk, Executive Vice President

Call to Order – Tyson Lusk, Executive Vice President

EVP Lusk called the meeting to order at 3 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, 34 senators were in attendance, 9 senators were absent, 0 senators gave proxies, and 7 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 could be conducted.

Approval of Minutes – Tyson Lusk, Executive Vice President

There were no changes to the September 13, 2022, staff senate meeting minutes. Senator Burkett made a motion to accept the September 13, 2022 general body staff senate minutes as written. Senator Mathwig 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

Caroline Agardy – AVP for Human Resources

- Updates are being sent out in the monthly supervisor newsletter through central HR, so be on the lookout for that.
- Regarding the Class and Compensation study, we have found that most staff are leaving the university because of a lack of advancement opportunities and lack of competitive pay.
- With the new bracket and bands we are rolling out, this should best align jobs at USC with jobs in the market place.
- It will be in a phased approach with the first phase at the beginning of November with updated titles.
- We are increasing the minimum wage for certain hourly employees as well as student employees.
- Those who are reviewed and are deemed to be making below the new range given to us from the study, will have a change in compensation.
- People will be notified soon and talking points will be given to supervisors and employees can see their new title in PeopleSoft.
- Regarding college and department differences and disparity with staff salaries, HR will be looking at them across campus and ensure their equitable and fair.

Reports of Officers:

Reports of Committees (As Needed):

Membership: Kelley Fink

- Co-Chairperson Dial has resigned from his Staff Senator role.
- The committee submitted a proposal to the Bylaws Committee and the Executive Committee to revise the timeline of the officer elections that will allow more time for this election process and for the general elections.
- The committee is making inquiries to further automate the elections process to make the process more efficient and effective.
- In collaboration with Jessica McKie, the committee is developing a New Senator Onboarding and Offboarding Program for the Staff Senate for individuals appointed to fill vacant seats. A proposal is expected to be presented to the lead the committee to create a proposal to be submitted to the November.
- The intent is to create a packet that will be sent, electronically and mailed, to new senators that fill vacant seats.
- In addition to the new senator packet for onboarding, the committee is developing a proposal for a Staff Senate Mentorship Program that will be incorporated into overall Senate Orientation for new senators appointed to fill a seat vacancy.
- Since the Staff Senators do vacate their positions, the committee is also developing a more formal off-boarding program.
- The committee is exploring the possibility of developing an Ad-Hoc Committee to review the apportionment of senate seats to create a more balanced equity of representation of the Senate body. More information to come on this issue.

Communications: Craig Brandhorst/ Dwan Sellers

The website has been updated and will be maintained. We are looking to establish a contact within each staff senate sub-committee to provide us bulleted “big brags” that we can promote on the website. We have started the staff senate spotlight videos and are in the editing phase. We are identifying communications committee members to oversee each social media platform. We will send out an email to staff senators with links to share with their constituents to stay up to date with USC Staff Senate on social media once they have been identified.

Staff Policy and Well-Being: Megan Colascione/Ja-Nae Epps

President James asked Senator Epps to serve on the dean search for Social Work. The Title IX office just closed applications for the ADA Coordinator position.

Professional Development: Georgia Doran

Today, we will have a presentation by UofSC alumni Mr. Jeff Black, of Black Sheep Global “Strategic Communications for UofSC Leaders”. *As a leader, you are on display every day and are judged on how effectively you communicate business objectives and company values. The Black Sheep formula for success covers five modules: visual, voice, verbal, vocal and value.*

Community Projects: Joseph Fortune/Christine Shelek **USCDM Hurricane Donation Drive**

- Collecting Donations for Golisano Children's Hospital in SW FL at our General Body Meeting on 10/11. Email went out through UofSC Staff Senate and items will go to the Leadership and Services Center for further distribution.

Benefits Fair

- Exposure & Awareness
- Most people didn't seem to know about the senate. Weren't aware of their senators.
- Agreed that we should continue to have a presence there going forward.
- Possibly having Membership and Leadership representatives at the table next year.
- Connecting offices/leadership with ours
- Speaking to staff that may be interested in running for Senate in the future

Winter Break/Holiday Initiative

- Support Families
- Need to select an organization(s) – Oliver Gospel, Families Helping Families, etc
- Use of existing charities to enhance existing organizations/drives per revised charter.
- Senator Hull to create a form to email to Senate.
- Set a goal, communicate goal to units, serve as centralized collection
- Wrap Party (if charity requires wrapped presents).
- Future thoughts – Stuff the bus

Looking ahead to Spring

- Give It Up For Good
 - How do we best collaborate with campus?
 - Senator Fortune will reach out to try to get him on the 11/7 meeting.
- Ambra Hyatt is lead at Gamecock CommUnity Shop, Senator Lancaster confirmed her attendance at 12/12 meeting
- UofSC Day at the State House
- Senator Leslie will have some initial conversations regarding this and Day at State House/Capital.
- Derrick McGee* regarding recognize/appreciation, showcase, meet your senators etc.
- Staff Appreciation/Community Service theme?

Bylaws: Kim Rose

We received the proposed election timeline from membership and it's currently under review.

Staff Senate Awards Committee (Ad-Hoc)

We are still researching and ascertaining what staff awards our peer and peer aspirant institutions provide as well as what staff awards the units on UofSC's campus provide. The survey of Staff Senators is complete and is being analyzed. Our next meeting is Thursday, October 13.

Staff Senate Scholarship/Fundraising Committee (Ad-Hoc)

Researching Staff Senate scholarship and fundraising at peer institutions.

Discussing and defining proposal of what fundraising dollars will be used for (scholarship, staff award, emergency needs, bereavement, etc.).

Discussing possible fundraising opportunities to build funding in addition to the university provided budget (including but not limited to the AmazonSmile, online giving, payroll deduction, etc).

Discussing possible recurring funding in university provided budget designated for scholarship.
Next meeting will be held Thursday, November 3 at 11AM.

Additional Announcements

Senator Kupfer shared on behalf of the Professional Development committee, if you have a future story you'd like to share, let me know or put it on the chair at the beginning of the meeting for it to remain anonymous.

Senator Rose said to make sure to review the strategic supplier outreach from President Amiridis in the recent email sent from Jessica McKie.

Adjourn

Senator Kupfer made a motion to adjourn. Senator Sims seconded the motion to adjourn. All senators were in favor. The formal meeting adjourned at 3:33 PM before the Senators moved into a closed professional development session.

Next meeting: Tuesday, November 8, 2022 at 3:00 p.m. in the Lumpkin Auditorium, Close-Hipp Building, 8th Floor

Respectfully Submitted,

Katherine Hilson

Secretary
Staff Senate