

Staff Senate Meeting Minutes

April 13, 2021

Zoom



1. Agenda items for the April Meeting

a. Call to Order

- i. Attendance - remind everyone to sign in via the Google doc

b. Approval of March Meeting Minutes- approved

c. HR Update

Mark Bachmeier addressed specific pre-submitted questions.

Question about University and Admin advocating for staff salary increases.

Reports that there is advocacy for this, that compensation for state employees is in the Governor's budget. Recognized that University employees have not been treated equitably. We can do everything except legislate. Chancellor contributed to the answer, reported that parties involved are all talking about this at the state level.

Question about post pandemic teleworking. Recognized that it still a work in progress. Campus is owed a conversation. What we did and what we continue to do in an emergency situation is a different question to what we continue to do post pandemic. This doesn't address whether people can work from home. What we will do is wait to be told by system communications in regard to a teleworking being addresses as a practical matter. Procedures and policies will be made under the guidance of business procedures, not what was allowable during the pandemic. There's no yes or no answer to the question of whether someone can remain teleworking. The suggestion was made 'that we are operating under a set of assumptions of what fall semester will look like' so this is what we should plan for. Those of us who did our jobs on campus prior to the pandemic, that's what we should prepare for.

Open Listening Forum for staff to share their thoughts and concerns.

- July 1 has been given to other institutions across the state. What can we at ASU expect? It could be incremental and gradual. Based on operational business need basis. Department level planning. What does this look like across campus? Its different for everyone based on division. "as normal as possible for fall"

- Are vaccinations going to be encouraged or strongly required for faculty and staff? What CAN we do? Private institutions can make it a requirement. We don't have any indication that NC state gov will require state gov employees to get the vaccine.
- Comments: if we don't and we resume business as usual, how do we mitigate exposure for those who are high risk? Working from home is still a desire for those who have issues with working with those who do want to get vaccinated.
- Do we incentivize getting the vaccine? Open panel dialogue or panel to answer questions. Have Yosef give the information, Coach Clark, Coach Kerns...people like that. Perhaps a video to circulate of employees and students sharing their reasons for getting the vaccine ie. for their parents, spouses, friends, community.
Sometimes folks need to hear that it really is a choice with honest conversation about the pros and challenges - sometimes being "strongly encouraged" feels like uncomfortable pressure and can create more resistance.
Suggestions on sharing outcomes from ALL 3 vaccines available for us
<https://www.signupgenius.com/go/60b0f44a4ac22a7f49-arhs1>
sign up to volunteer
- Return to work question: Please take consideration when we talk about returning to work for sustainability. We have proven that this works to an extent and giving people the flexibility to telework.
- Question about is the university addressing house bill 243? Share the slide here. These are older concerns and have been addressed.
- I appreciate that return to work will be looked at Division by Division but I'm wondering how employee input will be received rather than just the higher ups? Do people want/need a more flexible schedule? Was working virtually successful as deemed by Employee Performance reviews or other methodology. Other than work/life balance, what are the other reasons that a more flexible work environment would be beneficial for employees- sustainability, cost savings, health, etc.
- Is there a campus wide policy for faculty staff children on campus? As in bringing your child to work? We don't have a current campus policy on that topic right now. We need consistent application. Equity is an important point.
- For those of us who were required to work and received compensation, how will this be paid out? This process will start soon.
- Strategic Planning- we are on the bridge. What's the timeline, how do we get involved, and who do we communicate with? Its time to begin 'post-

bridge'. Senators volunteered to be a part of the committee. Find the [Strategic Bridge Plan](#) here.

d. Chair's Update

i. Staff Assembly Meeting Update

- Dr. Anthony Chow (UNCG), secretary of the Faculty Assembly, is exploring the possibility of forming an Asian Caucus in the UNC System for faculty and staff. At this time he is looking to see if there is interest. The caucus would serve as a formal voice on behalf of all Asian faculty and staff. Anthony created a Google poll that anyone can complete who has interest: <https://forms.gle/C5utVMA7iAc4nhcM8>. Feel free to share this with your constituents. You can also reach out to Dr. Chow directly at aschow@uncg.edu

ii. AppBuildsAHome

iii. Miscellaneous

e. Treasurer's Report

Mar-21	2020-2021	Fiscal Year	Per Month	Per Month	Year to Date
Fund Name	Fund Number	Beginning Balance	Income	Expenses	Ending Balance
State Funds					
Operating Fund	109130	5,692.00			5,473.50
Special Funds					
AppKIDS (Foundation Supported)	227202	2,970.00			0
AppKIDS (non foundation)	990152	4,198.59			12.28
Associated Scholarship Fund	990155	4,506.43	1,060.00		3,146.25
Receipt Supported Fund	990158	700.35			700.35
Foundation Funds					
Foundation AppKIDS fund (Supports 227202)	992568	4,355.25			4,099.23
Appalachian Staff Current Scholarship	993465	3,772.14			2,929.14
ASU Staff Endowed Scholarship Fund - Principal	994931	20,037.63			20,037.63
ASU Staff Endowed Scholarship Fund - Earnings	995931	6,196.28			9,805.36

f. Old Business

g. New Business

i. Events Committee Update

- Planning on an outdoor event Staff Shindig, possibly Friday August 6th.
- AppKIDS 5K ran for 2.5 weeks. 84 participants.

- ii. Marketing Committee Update
 - Please encourage everyone to follow us on social media
- iii. Fundraising Committee Update
 - Update on silent auction- 63 items donated. \$2070 raised!
- iv. Staff Recognition Committee Update
- v. AppKids Committee Update
 - We meet with Harris Teeter tomorrow
 - We have been given another scholarship
- vi. Elections Committee Update
 - We have accepted nominations and built a voting platform
 - A google form to nominate for executive board
- vii. Scholarships Committee Update
 - We voted for and passed scholarship award amounts, [here is the breakdown of money and recipients.](#)

h. Adjournment

i. Open Comments

j. Mark Your Calendar dates:

- i. Next Meeting: Tuesday, May 11, 2021 from 1:30-3:00 pm
- ii. Chancellor's Staff Connect is July 14th. Location TBA