

## Staff Senate Meeting Minutes

November 10, 2020

Zoom



### 1. Agenda items for the November Meeting

#### a. Call to Order

##### i. Attendance

#### b. Approval of October Meeting Minutes

No changes, minutes approved.

#### c. Guest Speakers

##### i. Lee Ball; UPPC update; staff's voice and involvement

Update on current strategic plan process. UPPC has been working on the next 5-year plan for the University. Began to develop bridge plan to use until Spring 2022. Bridge planning committee has been formed to identify strategic priorities across campus. Goal is to survive and thrive for the next 18 month and bridge to the other side, be strong and learn from these opportunities. Working draft will go out to campus for review at end of Fall 2020 semester. Goal will be to send to board of trustees by end of January 2021. Goal of effort is for campus community to see themselves in this plan. Health, wellness and safety is important.

Questions/Comments?

Can you speak to the long terms plan for transportation needs for our campus- how that ties into sustainability?

Working on final draft of climate action plan. Strategies are being developed. Please send a list to Jim Dees and Lee Ball.

Also, Food Hub is still in action. 6700 meals handed out since March. If you know people are struggling, please have them reach out to Food Hub. Welcoming donations as well.

##### ii. Open listening forum for staff to share their thoughts and concerns.

There were a few questions already received through Staff Senate suggestion box.

- Double Parking that is happening in front of new dorms. Barry Sauls provided answer. No Parking Area signs and cones have been placed where they can be. Stadium Drive is classified as a town street not a University owned street. Permanent markings will be added to the street.

- The other parking question focused on the faculty/staff parking from Founder's Hall to the steam plant and the need to change the hours from 7a.m. - 5 p.m. to 5 a.m. to 5 p.m. as other vehicles occupy those spaces prior to 7 a.m. making it difficult for staff (especially dining) staff to find parking.

Questions from live forum:

- Payroll Dec-Jan concerns presents hardship for staff. Payroll says that payroll dates in Dec are set by the state set by the state office of the controller, not ASU. Possibly bring this up to Staff Assembly.

\*Remember, its not less pay, its just paid earlier.

- Would there ever be a way to get paid biweekly?  
Because of our EHRA, SHRA, temp positions, payroll would have to be reconstructed to be the same # of workdays in each pay period. It would be a significant and difficult undertaking for our campus to reconstruct our ASU payroll process.

- I would like to ask about AppBuildsAHome. Why aren't we paying people enough so that they don't qualify for these services?

We don't have a great answer for this question. We have a lot of progress to make with our salaries compared that of the labor market data. State agencies just made an increase of 5% of their salaries, but didn't apply to state employees. UNC president and chancellor emphasized the need for funding to back up the commitment. Reality is that compensation structure across the system is based on peer groupings that the system has created and we have to operate within this. We have argued that we need to have a different peer grouping.

- If Staff Senate wanted to advocate for higher salaries.... what is the best route? What kind of data would make the most impact?

As individual private citizens we have the right to advocate for the rights of ourselves and our fellow employees. We can use our representation.

Can we have committee work done for this topic? Bring something formally to the UNC Staff Assembly would be most effective. Present data as we have opportunity to do so. We could have more organized information to present.

- Email Kelli if interested in joining an ad hoc committee
- Any indication that the state will offer early retirement packages?

The UNC system is proposing this as a part of their legislative decisions.

ASU has no authority to implement at this time.

- With staff working from home, how much is being saved in energy costs? There will be some data coming from facilities operations.
- Are buildings going into winter mode on Dec. 11?  
Yes, at 5pm on Dec. 11.
- Will we be transitioning back to teleworking?  
From after finals until we come back in early Jan, we will try to maximize teleworking and decrease heat in most buildings across campus. Could save over \$300,000 in energy costs. Campus wide announcements will go out.

d. HR Update

- Question about administrative leave. We don't have authority to implement at the university level. This was implemented at the state level at different times through the pandemic and has been removed completely since Aug 1.

HR website has a website dedicated to a list of leave options.

<https://hr.appstate.edu/covid-19-coronavirus>

Covid leave options will time out Dec. 31, 2020. We are waiting for extensions and authorizations.

Furloughs: There was a second round in Athletics affective Nov. 1, 2020. No plans proposed for future submission.

Town Hall next Thursday Nov. 19, 10am.

<https://hr.appstate.edu/VirtualTownHallMeetingsforStaff>

Happy Veterans Day to all our colleagues!

e. Chair's Update

i. Equity Task Force

Has been active with over 6000 responses.

ii. Committee vacancies

Adding additional ad hoc committee. Sign up or list yourself on the committee(s) on which you serve.

<https://docs.google.com/spreadsheets/d/1sgvsWkeo1fpfHYaRNkbC6raNI796RiDfGQubZ3Cyrw/edit#gid=351755404>

iii. Work Well progress

Positive progress with a committee formed

iv. Dining Cards

High Country 365 offered online dining sales. This year, dining card sales are virtual. Cards ship the day after you buy them, and shipping is free. You can start using them January 1, 2021

<https://www.highcountry365.com/staff-senate>

I. AppBuildsAHome

Construction has started, money is being raised. Dollar per dollar fundraiser happening now.

**Treasurer's Report**

Treasure's Report / September	2020-2021	Fiscal Year	Year to Date		
Fund Name	Fund Number	Beginning Balance	Income	Expenses	Ending Balance
State Funds					
Operating Fund	109130	5,692.00			5,692.00
Special Funds					
AppKIDS (Foundation Supported)	227202	2,970.00		2,970.00	0.00
AppKIDS (non foundation)	990152	4,198.59	5,754.50	9,404.00	549.09
Associated Scholarship Fund	990155	4,506.43		2,420.18	2,086.25
Receipt Supported Fund	990158	700.35			700.35
Foundation Funds					
Foundation AppKIDS fund (Supports 227202)	992568	4,355.25	770.75	5,126.00	0.00
Appalachian Staff Current Scholarship	993465	3,772.14	10.00	1,710.50	2,071.64
ASU Staff Endowed Scholarship Fund - Principal	994931	20,037.63			20,037.63
ASU Staff Endowed Scholarship Fund - Earnings	995931	6,196.28	702.88		6,899.16

f. Old Business

g. New Business

i. Events Committee Update

Coming up... planning a blanket and towel drive in Jan- Feb, 2021  
Appkids 5K will begin planning for April 2021.

ii. Marketing Committee Update

Send Clint info that needs to be pushed out via media outlets.

iii. Fundraising Committee Update

- Dining cards <https://www.highcountry365.com/staff-senate>
- iv. Staff Recognition Committee Update
  - No updates
- v. AppKids Committee Update
  - Fundraising goals met
  - Area donations increased
  - Shopping is done
  - Items are to be picked up by families on Friday and Saturday 11/11&11/12
- h. Adjournment
- i. Open Comments
- j. Mark Your Calendar dates:
  - i. Next Meeting: Tuesday, December 8, 2020 from 1:30-3:00 pm.