



*President -  
Candy Massey*

**I. Call to Order**

- II. a.** Guest Presenter – *Dr. Karen King, CIO/Sr. Vice Provost for ITS*  
**b.** Guest Presenter – *Dr. Keith Johnson, VP for Equity and Inclusion*

*Secretary -  
Anthony Johnson*

**III. Roll Call – via Zoom reporting**

*President -  
Candy Massey*

**IV. Approval of Previous Meeting Minutes**

**V. President’s Report – Candy Massey**

**VI. Vice President’s Report – Joy Fulkerson**

**VII. Treasurer’s Report – Crystal Maupin**

*Vice President -  
Joy Fulkerson*

**VIII. Committee Reports**

*Standing Committees*

- Committee on Committees
- Committee on Review of Staff Awards Process
- Committee on Staff Concerns
- Committee on Staff Development and Evaluation
- Committee on Staff Senate Elections
- Communications and Website Committee
- Community and Benevolence Committee
- Liaison Committee
- Visibility Committee

*Project Committees*

- Blood Drive
- Staff Picnic

*President -  
Candy Massey*

**IX. Old Business**

**X. New Business**

*Staff Senators*

**I. Announcements**

**II. Adjournment**



## **Committee on Staff Development and Evaluation**

Chair: Chasity Drew

### **Committee on Staff Development and Evaluation Highlights:**

- Training
  - Create a survey to determine beneficial training opportunities
    - Quality, not fluff
    - Collaborate with ATS
  - CAP exam
    - Too expensive—investigating funding options
  - Concerns
    - What is the incentive to staff to participate in training events?
    - We need buy-in from department heads to allow staff to participate in training, so staff does not use their lunch break.
- Performance Evaluations
  - Research
    - Reaching out to other institutions
    - Reviewing ETSU's performance evaluation processes
  - Concerns
    - Why are they necessary?
    - Are they tied to raises/promotions, or are they used as a means to terminate employment?



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EAST TENNESSEE STATE  
UNIVERSITY

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Staff Senate

## Agenda

9-November-2020

2:30pm – 3:30pm

### **Committee on Staff Elections**

Chair: Anthony Johnson

Committee met on 2-November-2020 to have a meet-and-great and introductions, discuss the upcoming year's calendar, as well as establish some expectations and goals as they relate to the committee's role(s) going forward.

We look forward to presenting some items for discussion and vote in the coming months.



EAST TENNESSEE STATE  
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Staff Senate

# Agenda

9-November-2020  
2:30pm – 3:30pm

## Communications and Website Committee

Chair: Emily Redd

November 2020 committee report

1. Staff Concerns committee description rewrite:

The committee on Staff Concerns provides open lines of communication with staff on matters that affect them and in which they may present concerns in an environment of confidentiality and without reproach. The committee on Staff Concerns also studies and reviews university policies including, but not restricted to, such things as: staff salaries and benefits and staff personnel policies including those related to appointments, promotion, and dismissal. The committee also acts as an appeals agency for senator terminations.

2. Staff Concerns flyer approval/suggestions – to be sent out early November



# STAFF CONCERNS CONNECTION

# Q

Do staff have anyone to talk to in HR that is an objective 3rd party? Currently the policy makers and enforcers are the same people staff are directed to when they have issues. I think, a staff advocate is needed in HR. Many staff have a fear of retaliation for speaking up.

# A

The role of Human Resources is to serve as an advisor to both employees and supervisors. All conversations with HR staff are held in strict confidence, unless otherwise required by law. HR is tasked with interpreting policies for the university, and ensuring that those policies are upheld by both employees and supervisors. Our HR department does not have enough staff to dedicate a person to serve in an Ombudsman capacity. HR does not share staff complaints or concerns with supervisors unless there is an obligation under the law, or unless we have permission to share. However, HR also cannot affect change if we cannot bring concerns to management's attention.

## DID YOU KNOW?

ETSU Staff Senate has a new website and updated Contact Us page. Visit us today!  
<https://www.etsu.edu/staff-senate/>

## HAVE A QUESTION OR CONCERN? CONTACT US.

ETSU Staff Concerns committee is here for you. All correspondence with the Staff Concerns Committee will be held in the upmost confidence unless there is a legal liability for non-disclosure.

Emily Redd, Chair	<a href="mailto:redd@etsu.edu">redd@etsu.edu</a>
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### THE HR CORNER

