

STAFF SENATE MEETING MINUTES

Zoom Virtual Meeting

June 8, 2020

PRESENT: Yaritza Abdelnour, Gwen Bays, Becky Birdwell, Lisa Booher, Allison Coley, Tim Dills, Joy Fulkerson, Kathi Horne, Anthony Johnson, Kimberlyn King, Trish Lowe, Ronald Mann, Debbie Marsh, Candy Massey, Crystal Maupin, Jennifer Mayberry, Cathy Metcalf, Kim Miller, Kathleen Moore, Skylar Moore, Stefanie Murphy, Emily Redd, Evelyn Roach, David Robinson, Hazel Robinson, Tory Street, Brian Thompson, Libby Tipton, and Yvette Whittemore.

EXCUSED: Janet Green, Don McCarty, Jessica Miller, Amanda Mowell, Gina Osborne, and NaKeisha Talley. **UNEXCUSED:** None. **RESIGNED:** Dr. Jake Allen (due to absences), Ben Bateson, Jessica Burleson, Jake Drumm, Sandra Ritchie, and Andrew Worley.

I. Call to Order: President Candy Massey called the June meeting to order at 2:30 p.m.

II. Approval of Minutes: Member-at-Large Lisa Booher moved to accept the April minutes as presented (May's meeting was cancelled), with Senator Ronnie Mann seconding. The motion passed.

III. President's Report: President Massey reported on the work of the Strategic Operations Workgroup (Budget Review Committee). She stated that \$12.8 million in reductions must come out of the 2020-21 budget. She emphasized that Dr. Noland is doing his best to keep all full-time faculty and staff protected during these severe cuts. Several steps will take immediate effect: Hiring freeze, no travel expenses, no new stipends, no temporary employees, and a plan for early retirement for some employees is in development. Senator Booher added that a hold has been placed on any renovation projects as well; she also reported that ETSU received a 12% cut from the State of TN in its funding and that a 7.5% across the board cut was anticipated for the university's budget. Senator Hazel Robinson asked if retirement buyouts actually cost the university more than we gain from such plans; President Massey clarified that this was a targeted buyout available to certain employees with a specified number of years service, of a certain age, and in specified positions (currently 272 potential staff are on the list). A question was raised as to when this buyout might occur; President Massey expects more details to be made public in the next week or so, as it may require Board of Trustees approval. Senator Kathleen Moore asked if the deletion of temporary employees is a mandate or up to each department; President Massey responded that there are always exceptions to every rule. She noted that ITS would likely need some temporary help to cover the Help Desk on the weekends and at nights. Senator Brian Thompson asked if auxiliary units such as Housing were also affected by these cuts; President Massey replied that she believed so but would make sure.

President Massey, with great sadness, concluded her report by announcing the resignation of Vice President Andrew Worley from Staff Senate; she added that he has taken a new position outside the university. Past President Murphy read his resignation letter to the Senate; it is effective June 5, 2020. Given this new development, Lisa Booher will move from Member-at-Large to Vice President until the election of a new Vice President in August for the 2020-21 year.

IV. Vice President's Report: Vice President Booher reported on the University Council Meeting held earlier Monday morning. Attached are her notes from the meeting and the attachments she referenced.

V. Treasurer's Report: Treasurer Crystal Maupin reported that no changes had occurred in any of the accounts. The main account balance is \$10,339.25; the balance in the Holiday Drive account is \$819.91; and the CBC account balance remains constant at \$2,681.25.

VI. Committee Reports:

Staff Awards: Vice President Booher reported that nominations were being distributed to the committee members for review; a virtual meeting of the committee will be held on June 15 to select the winners.

Elections Committee: Secretary Tim Dills reported that the nomination email was distributed by President Massey to all staff, and responses are being received. Senator Thompson asked if Vice President Worley's departure was taken into consideration on the number of vacancies; Secretary Dills replied that Andrew's term was ending in August, so it is reflected in the number of openings.

VII. Old Business: None

VIII. New Business: A Motion from the Executive Committee

President Massey presented the motion from the Executive Committee to extend the term of the Past President to two years to match the term of the President (actual motion is attached). Parliamentarian Anthony Johnson seconded the motion. Senator Joy Fulkerson asked for an explanation of the motion; President Massey responded that the Past President continues to assist the President, and, as a member of the Executive Committee, a vacancy would exist in that group if the term were not extended. Senator Kathleen Moore mentioned that the original justification for the President's term of office being extended to two years was to provide continuity and experience. She asked if the Past President is a voting member of the Executive Committee; Past President Murphy replied affirmatively. Senator Moore asked how the Past President role is handled by Faculty Senate; Past President Murphy explained that all past presidents of Faculty Senate remain voting members of that body. Following a motion by Senator Fulkerson, Secretary Dills conducted a roll call vote of the Senate. The final vote was 19 Yes and 8 No, so the motion passed (results attached).

IX. Announcements: President Massey, in view of all the recent events in our nation, expressed her love of and appreciation for the Senators; she reminded the body that we should all work together during these difficult times and treat one another as part of a large family. Secretary Dills expressed best wishes to Senator Allison Coley, who will be moving out of town and leaving ETSU at the end of June. Past President Murphy asked Senators to remember our coworkers in the Child Study Center who have lost their jobs, as that facility will not be reopening for fall term. Senator Fulkerson asked if that news had been made public yet; Past President Murphy mentioned that a letter had been sent to the parents of children who were at the center in spring term. A question was raised as to what becomes of the Staff Senate funds in the main account, since the picnic has been cancelled; President Massey will ask Dr. Noland in the

Executive Committee's meeting with him on Friday. Vice President Booher stated her gratitude that the Staff Awards are handled through the Foundation, not the university budget, and are, therefore, still available.

X. Adjournment: Following a motion by Senator David Robinson and a second by Past President Murphy, President Massey adjourned the meeting at 3:20 p.m.

Respectfully submitted,

Tim Dills, Secretary