



**I. Call to Order**

President David Finney called the meeting to order at 2:36 p.m.

**II. Attendance**

Members present: Joe Bidwell, Dan Bishop, Vanessa Canter, William Cate, Jennifer Crigger, O.J. Early, Kimberly Ferrell, David Finney, Joy Fulkerson, Brooke Garland, Wendy Guinn, Suzy Hooven, Kathi Horne, James Lively, Jenny Lockmiller, Crystal Maupin, Cody Morelock, Skylar Moore, Donna Nelson-Barnes, Ryan Parvin, Melanie Peters, Debbie Roach, Katie Sellers, Brayton Siddell, Jr., Aneida Skeens, Amy Slaughter, Jessimine Strauss, Elizabeth Thomas-Joseph.

Members absent: Kari Albarado, Rachel Colwell, Cody Greene, Cody Henson, Ethan Hutchison, Ruthie Jones, Rachel Kellogg, Candy Massey, Stefanie Murphy, Ben Smith, Jeremy Watson.

**III. Minutes**

President Finney presented the September meeting minutes for consideration. He noted minor corrections were made regarding attendance and to University Council updates. Senator Strauss made motion to approve, and the motion was seconded by Senator Early. The motion carried, and the minutes were approved.

**IV. Treasurer's Report**

President Finney provided the Treasurer's Report on current financials. There was no discussion.

**V. Holiday Drive**

President Finney announced that the annual Staff Senate Holiday Drive has commenced with Senator Hooven as Chair. A flyer is ready to distribute and collection boxes have been set up across campus for donation collection through November 14, 2024. He asked Senators to spread the word and be prepared to volunteer to sort and fill baskets the week of November 18. Questions and monetary donations can be directed to Senator Hooven.

**VI. Guest Speaker**

President Finney introduced today's guest speaker, Lori Erickson, Assistant Vice President for Human Resources to speak about the new compensation



plan. Ms. Erickson announced that the new compensation structure and job family implementation will go live in January 2025. The structure features a function-based approach to grouping like positions. HR has engaged a consultant to assist with this implementation and will place each seated position into the appropriate new job family and position. She emphasized that this transition is budget neutral and will not result in an immediate pay change to any position though Administration seeks to identify a pool of resources to support the need for critical market adjustments. Ms. Erickson answered questions for the Senate related to this topic and recent and anticipated FLSA changes impacting staff positions. Staff are encouraged to review the HR website pages dedicated to News and Compensation for additional up to date information.

#### **VII. President's Report**

1. President Finney announced an upcoming charity basketball game on October 27 and shared that the SGA Concert will be on November 19 with tickets available to staff and community members.
2. President Finney noted that salary enhancements are set to be reviewed by the Board of Trustees in November with an effective date of November 1, 2024. The anticipated increase is 3% across the board with \$15 per hour as the minimum wage for all full-time ETSU positions. There is an expected additional 3% salary pool to support market increases related to FLSA, compensation plan, and faculty.
3. President Finney announced that the Offices of Equity and Inclusion and Veteran's Affairs are hosting a Veteran's Day event on November 15 and meal tickets are available for veterans in the region to have a free meal at the Culp Center.
4. He also shared that Active Harmer training is available from Emergency Preparedness if departments or units are interested.
5. Committee assignments were shared, and President Finney announced that he would reach out to committee chairs to schedule a meeting.

#### **VIII. Old Business**

None

#### **IX. New Business**



Senator Bidwell asked Senators if employees have sufficient resources for support following the impacts of Hurricane Helene. There was some discussion of resources and communication on this issue. Some noted that most communication appears to highlight resources for students and would like more communication focusing on employee resources.

## **X. Announcements**

President Finney called for any additional announcements. A reminder was announced to Save the Date for the annual shared governance celebration on November 14, 2024. He also announced that the November Staff Senate meeting conflicts with the closure for Veteran's Day and will be pushed to the following Monday on Zoom.

## **XI. Committee Reports**

Senator Bishop shared a brief update on the recent work of the Community and Benevolence Committee (CBC) in regard to CBC Fund Applications received and awarded in light of Hurricane Helene impacts on our staff. It was noted that this fund is being depleted, and there are central resources available to staff that need assistance. There were no other committee reports.

## **XII. Adjournment**

Senator Price made the motion to adjourn, and it was seconded by Senator Roach. The meeting adjourned at 3:41 p.m.