**Staff Senate General Meeting**

**9/14/21**

**10:00 a.m.**

**Microsoft Teams**

Present: D. Pollock, C.J. Edwards, T. Wilds, M. Brown, K. Sellers, S. Louis-Jeune, B. Holt, B. Deen, P. Hallman, B. Harris-Johnson, B. Vojnovic, E. Trott, M. Salameth-Sevilla, G. Gates-Fowler, A. Ruiz, L. Crider, P. Geers, R. Law, A. Sklenka, A. Ellis, J. Waters, and W. Jennings.

**Speaker – Rhea Law (RL), Interim USF President and Angela Sklenka (AS), Chief Human Resources Officer**

* First professional job was here in charge of grants and contracts at USF in Sponsored Research.
* Was encouraged as a staff member. Turned in her retirement to pay for law school.
* B.A. in Business Administration from USF in 1977. J.D. from Stetson University College of Law in 1979.
* This is a place where you can succeed.

Discussion

* What is the current status of the 1% raise and 1% bonus for Staff?
* **RL** - BOT must ratify this. It’s coming.
* Should Staff expect more layoffs or reductions?
* **RL** - Right now, there are no large-scale layoffs planned or reductions.
* **AS** – think about your skills set and where you will be in three years. She thinks the way we work will change over time.
* What are your thoughts regarding grooming current staff for more responsibilities?
* **RL** – This is an encouraging place.
* How can we get more professional development?
* **AS** – The pilot program we are working on for the Senate. Mostly free of charge. Digital badges that tag to your LinkedIn profile. Look at the potential of the individual employee. We need to help managers understand not just about immediate performance, but about their potential.
* Focus on responsibility matched to passion.
* More coaching.
* Shift to a culture of growth.
* Remote workers paying full-time parking fees. Any alternatives?
* **RL** - There are many alternatives. We just don’t have enough space. Consider Ride Share.
* **AS**- Hybrid work is a privilege and not an expectation. Parking is still trying to work with folks.
* Many Staff are still afraid of COVID and want to know why the rush back to “normal?”
* **RL**- The numbers are starting to come back down. Under the BOG, no mask or vaccination mandate. We focus on those with symptoms. Student organizations have been using peer pressure. Our incidence of COVID-19 is lower than other state universities. We miss the sense of community of all being in the same place and hope to get back to that.
* Career Development – will you use the Staff Senate as a test group?
* **AS**- Yes and the Administrative Council.
* **RL**- Staff are the bedrock/ambassadors of this organization. Take advantage of leadership opportunities.
* What about USF floating holidays?
* **AS** – Should make an announcement at the end of September or the beginning of October.
* **RL** – COVID has been tough and we’re all tired. If the numbers continue to drop, we will continue to move forward.
* Can we post our meetings on USF Talk?
* Thinks it would be a good idea.
* Do we have an advisor? Not yet.
* W. Jennings will draft something regarding this and send it to M. Brown.

**President – M. Brown**

* Pre-empted by Interim President Law.

**Vice President – K. Sellers**

* Nothing to report.

**Secretary – W. Jennings**

* No minutes at this time. Will send them out next week.

**Treasurer – T. Wilds**

* E&G - $3,036.00
* Carry Forward - $13,515.00
* Concession Fund - $675.00
* Dollars for Staff Scholars - $1,282.56
* We will spend some on yard signs to thank the Staff.

**Sergeant-at-Arms – P. Hallman**

* Nothing to report.

**Parliamentarian – B. Vojnovic**

* No updates.

**Committees**

* **Communications – A. Ruiz / G. Gates-Fowler**
* Restructuring the signs to be a more horizontal fit for yard signs.
* Add a quote to the brochure/pamphlet.
* Any ideas, put them in the chat or send to A. Ruiz.
* Could put a picture of Rocky the Bull there.
* **Quiet Quality Awards – S. Louis-Jeune**
* Working on a PDF for QQA nominations.
* Need some certificates signed by M. Brown.
* Council on Racial Justice
* USF hiring of faculty – consider diversity not only based on race, but the topics of their research as well.
* Would like a black male to join the council.
* DARE dashboard – there is a link in the Teams chat for today’s meeting.
* Are we planning an event?
* Do we do something on Teams? Yes, we could do it virtually with the President.
* Can we try for October? S. Louis-Jeune will check.
* **Senate Operations - B. Deen**
* Dollars for Staff Scholars
* The application period ended on Friday. Nine applicants were eligible.
* A proposal was made to provide $50 to each recipient as the funds are low in this account. K. Sellers made a motion to accept this proposal. S. Louis-Jeune seconded the motion. The motion was unanimously approved.
* B. Deen will send out notifications.
* B. Deen, K. Sellers, and W. Jennings will meet to discuss fundraising for this account on Tuesday, 9/16/21.
* **Staff Morale – B. Harris-Johnson**
* Out today. She will assist with marketing.
* **University Wide – E. Trott**
* Will emcee today’s event.
* Still working on ideas for guest speakers and personal development courses.
* Got email addresses for 300+ staff positions in USF Health. Will do some recruiting.
* HR has a listserv that should reach all the Staff at USF.

Discussion regarding Interim President Law’s visit.

With no further business, the meeting was adjourned at 11:45 a.m.

Respectfully submitted,

Wendy S. Jennings, Secretary