

MASON STAFF SENATE

General Meeting Agenda

Wednesday, February 6

10:30am-12:00pm

Fairfax: Merten 1201, Arlington: Founders Hall 720, Science and Technology: Colgan 221,

WebEx: Meeting number (access code): 648 314 965, Meeting password: 2ktMam99; 1-240-454-0879

Members: Stephanie Atkins, Andrew Burroughs, Sean Cox, Christina DiCicco, Liam Dillon, Kathy Dodd, Christina Frasson, Jared Hagenow, Jennifer Gantt, Joshua Griset, Erin Iacangelo, Christopher Maier, Jenna McGwin, Pamela Ononiwu, Stacey Remick-Simkins, Lauren Reuscher, Lauren Reyna, Akitta Robertson, Tiffany Sandstrum, Brett Spencer, Michael Wharton, Preston Williams, Stacy Wilson, Joanne Zimmerman

Absent with Notice: Sean Cox, Kathy Dodd, Joshua Griset Akitta Robertson, and Stacy Wilson

Absent without Notice: Pamela Ononiwu

Guest Speaker: Assistant Chief of Police, Brian Cozby

5 constituents present in-person and 10 constituents present on WebEx

Business Meeting:

1. **Call to Order at 11:11**
2. **Constituents' Time**
 - a. No constituent concerns
3. **Announcements**
 - a. From the Staff Senate
 - b. From the Floor
 - i. Andrew: The University Registrar, Eve Dauer-Wong, stepped down. Janette Muir is serving as acting Registrar. The Registrar's Office is operating as usual.
 - ii. Christina: There is a new Lactation Room in Peterson Hall. Chris: Please add that to the newsletter. A nursing chair is on order and will arrive shortly.
 - iii. Stacey: Stacey will be in Richmond a week from Monday, and she will be meeting with the legislators face to face. The VGEA lobbyist has met with the appropriations committee. Governor's budget includes 2 percent across the board raise and a 2 percent raise for anyone who has been here over three years. A 1 percent bonus has also been included for December 2019. We feel good about the 2 percent raise and the 2 percent raise for those with three years of service or more, but the bonus may drop off. Liam: Would the Governor's recent behavior have any effect on the outcome? Stacey: We do not believe so. The numbers are becoming critical. Twenty-four percent of our workforce is going to be retiring in the next 5 years. We are having a tremendous issue retaining and bringing on staff. The budget passed the appropriations committee and now it goes to the legislative bodies. A JLARK report is done every decade. One law we are promoting is to do the JLARK report yearly so we can see hard

data on how many people we are losing and how this is affecting operations across the state.

4. **Committee Updates**

- a. Awards
 - i. Akitta presented February Employee of the Month: David Algert from Environmental Health and Safety.
- b. Education and Outreach
 - i. February Meeting: Wednesday, February 20; 10am-11am
 - ii. Social Media Update : [Follow us on Facebook](https://www.facebook.com/staffsenategmu)
(<https://www.facebook.com/staffsenategmu>)
 - 1. Liam taking over the Facebook page during February
 - 2. Interests for March and future months?
 - a. 899% increase in engagement
 - b. Liam: By doing these takeovers you can invite your co-workers to like the page.
 - 3. Pint-Sized Patriots-Send Amanda images
 - a. Send images to Amanda of your kids, nieces, nephews, etc. for the Pint-Sized Patriots collection. We will have a separate collection for pets in April.
 - 4. Robinson A Memory Collection-Send Amanda any memories you have of Robinson A
 - iii. Our March general meeting presenter will be Shernita Parker presenting the QWL survey results.
- c. Events Committee
 - i. Winter Event Update
 - 1. Arlington: Tuesday, February 19; 1pm-2:30pm; Multipurpose Room
 - a. Jennifer: Had talked with University Life regarding massages, but they have stopped doing that due to insurance reasons.
Chris: Would you like a movie? Jennifer: We could do that, but it may not be necessary.
 - 2. SciTech: Thursday, February 21; 1pm-2:30pm; Freedom Center
 - a. Erin: Partnering with Freedom Center- Community Room for food and drink. We have a studio booked for Modified Zumba and Chair Yoga
 - 3. Fairfax: Wednesday, February 27; 10am-11:30am; Dewberry Hall

5. **New Business**

- a. Approve previous Meeting Minutes from December
 - i. Motioned, Seconded, Approved
- b. Get to know one another, Senators Event
 - i. Akitta brought this up, and Chris thought it was a great idea. Plan is to speak to Dining Services and reserve a space where senators come to get to know each other. Ideas? SciTech or Arlington? Lauren: Maybe during spring break. March 9-16. Avoid the second Wednesdays of the month due to a conflict in Jennifer's schedule. Tiffany: Potluck? Would be difficult to do a potluck for those traveling from other campuses. Chris is looking at Mason Global, Ike's, and Mason Club.
- c. Update from the Chair

- i. Human Resources Contact: Shernita is very busy. We have sent emails in the past, and there has been a wait for a response. Shernita has asked that we send all of our questions through Christina D. Christina D.: Shernita is currently serving as the Interim Vice President, HR/Payroll and Faculty/Staff Life and Director, Organizational Development, Learning, & Coaching. Shernita has asked that we send all of our questions and concerns through Christina D., so she can look for the answer or direct us to the appropriate contact.
- ii. Reporting to the new SVP: Chris: The constitution states that we are chartered through the SVP office. In the last few years, we have been reporting to HR. Within the January letter from the chair you can read that one of Chris' intentions is to be a direct report to the new SVP. We need to be working directly with those who are making decisions. Stacey: The HR Director search is reactivated. The first committee meeting will be March 6, and Stacey is serving on the committee. One of her goals is to discuss their interaction with staff and how important that role is in the University. We started under the SVP, and the issues we deal with extend far beyond HR. HR cannot be responsible for dealing with every situation that happens on campus. Lauren: Who does the Faculty Senate report to? Stacey: Major difference in the Faculty Senate is that they are a governing body versus the Staff Senate being an advisory body. Staff are under DHRM, and the faculty fall under different categories. Liam: Is that something worth revisiting? Chris: Yes and no. Not right now because we are still under DHRM. Let's say that the University becomes a Tier III university, and they change their classified staff to paying staff through endowment funds. Preston: How did the shift in reports happen? Stacey: We were chartered under President Merten and the SVP. Their vision was we were going to be collaborators with them. President Cabrera has not seen us as much as collaborators versus a part of HR. We have to promote the idea that we collaborate on all sorts of things and ideas. Stacey used the Childcare Development Center as a good example. The Senate had a tremendous influence on how that was set-up and where it is on campus. The original blueprint of configuration was done by the President and SVP. The Staff Senate sent out a survey and the results were vastly different than the blueprint. They viewed us as important collaborators.
- iii. February 12-February 20: Chris will be out of the office. Jenna will be in charge as acting chair.

6. Old Business

- a. Holiday Break Time Shift
 - i. Chris sent the Staff Advisory Committee at JMU an email, and they have not responded. Christina D. asked a friend in Benefits at JMU, and she said they like it but Christina D. will ask further questions. What would happen if the governor decides not to give us off the Wednesday before Thanksgiving? Chris: The university would build that in our schedule as time off. Christina D.: JMU uses recognition leave to supplement the Thanksgiving break paid time off.
- b. WebEx Traveling Senators Ad Hoc Committee
 - i. Met on Thursday, December 6; 2pm-3pm
 - ii. We will be scheduling WebEx training for committee chairs and traveling senators. When Sean returns we will re-visit this, but we will schedule a WebEx training.

c. Staff Study Leave of Absence

- i. Benefits is looking into changing that policy. It is in the approval process. It may have been put on pause due to the transition in directors.

7. Adjourn at 11:57am.

*Meeting documents

December Meeting Minutes

Pint-Sized Patriots

Next Meeting: Wednesday, March 6, 2019 ; 10:30am-12:00pm, Locations: Fairfax: Merten Hall 1201, Arlington; Founders Hall B119, Science and Technology: Colgan Hall 221, Smithsonian: Academic 219