



Agenda

10/30/2024 | 3:00 PM | UC 307

Call to Order – 3:00 PM

Approval of Agenda – 3:00 PM

Action Items – 3:00 PM to 3:05 PM

- President Licari Updates
- Faculty Senate President Ozzie Di Paolo Harrison
- Abriana Taylor – Truth Initiative

President Licari – 3:05 to 3:20 PM

Faculty Senate President Ozzie Di Paolo Harrison 3:20 to 3:35 PM

Abriana Taylor – 3:35 to 3:45 PM

Information Items – 3:45 to 4:00 PM

- Recognition and Appreciation Committee
- University Policy Committee
- Parking Citation Appeals Committee
- Leadership Academy Committee
- Student Success Committee

Senator Updates and Announcements – 4:00 PM to 4:30 PM

- Next Official Meeting
 - 11/20/2024 | 3:00 PM | UC 307

Adjourn – 4:00 PM

3:02 PM – Meeting Commenced

3:03 PM – Agenda and Minutes Confirmed

3:04 PM – President Licari’s Updates:

- **Homecoming:** Thank you to everyone who helped with a celebration of traditions.
- **Budget:** President Licari will be traveling to the THEC meeting the week of Nov. 4th. He expects that at this meeting there will be commentary on tuition ranges as well as the proposal budget from THEC. No final budget is expected from the Governor’s office until January/ February.

- **Compensation Study:** Still ongoing. Senior leadership received an updated draft and assessment. The draft needed adjustments and signification decisions are yet to be made. We can reasonably expect a final version and assessment by Spring to move into the next fiscal year (July 1).
- **FLSA:** New administrative law which has already gone through Round 1. A partial effect of this is based on the threshold for earnings impacting exempt and non-exempt employees. Round 2 will go effective on Jan. 1. More employees are expected to be impacted and will receive notification by end of week of Oct. 27t. Expecting another 150 employees to be impacted.
- **Provost Search:** Committee has been meeting. They have drafted a position description/ prospectus. Dr. Licari hopes this will be posted by the end of the calendar year. The candidates will interview on Zoom in early 2025, finalists will come to campus for interviews, and a final decision will be made by the end of Spring 2025.

3:16 PM – Osvaldo Di Paolo Harrison, Faculty Senate President

- **Executive committees of the Faculty Senate, Staff Senate, and SGA** want to strengthen relationships they have with one another.
- **Siegel Report:** The Faculty Senate worked on pay inversion and compression. They would like to work with us to compare reports. They will be using the information gleaned from the reports on a yearly basis for identifying new faculty pay compared to the rest as well as for use in promotion and raises.
- **Data Committee:** Faculty Senate formed this committee to collect and analyze data as a means of making decisions for Faculty Senate.
- **Ombuds:** Although confidential, these have been successful. Only one case of escalation after mediation. Faculty ombuds are going to Training in Nov. and will be looking for ways to get ombuds for students and staff.
- **Faculty Poll Survey:** Faculty Senate executive committee looked at faculty engagement, belonging, and well-being. Overall results show happy involved faculty. They will continue this poll yearly (in the Spring).
- **Student Success:** Dr. Clemmons wants Faculty and Staff Senates to work together and identify what we can do together as a project to assist with student success.
- **Q&A/ Comments:**

- We want to conduct a survey similar to Faculty Senate and will have an opportunity to preview the questions before finalizing.
- We would be curious to see the data for the Faculty Senate data on their survey but also to understand how they are using this data.
- The survey potentially addresses Pillar 3 (Employee Experience) and could use the data to make policy and changes.

3: 33 PM – Abriana Taylor/ Truth Initiative

- **Abriana Taylor is a graduate student working with the Truth Initiative to fight nicotine and tobacco use.**
- **Proposing adoption of 100% tobacco-free campus with exceptions for: 1) use in personal vehicle, 2) traditional use of tobacco by Native American tribal members, 3) using tobacco for research purposes in a controlled laboratory setting.**
- **Proposing the removal of the smoking, vaping, and tobacco use map from the current policy.**
- **Contact for Abriana Taylor for questions, comments, or concerns is ATAYLOR95@my.apsu.edu. Claudia Alonzo is the secondary contact: alonzoc@apsu.edu.**
- **Q&A:**
 - **Jenna Campbell Field asked about the impact to students who are neurodiverse but are not on medications and whose doctors have recommended smoking as a means of coping.**
 - **Dana Chadwick also mentioned that military students who are suffering from PTSD have been provided vapes as a means of coping.**

3:41 PM – Information on Committees

- **We need senators to join committees.**
- **Current committees are:**
 - **Recognition and Appreciation, chaired by Kat Bailey. Committee acknowledges university staff's hard work and contributions; helps with the HR Employee Appreciation Day.**

- **University Policy, chaired by Kevin Fee. Committee reviews and recommends updates to policies that affect staff and campus committee.**
- **Parking Citation and Appeals, chaired by Wes Powell. Committee oversees the appeals process for parking citations.**
- **Leadership Academy, chaired by Niesha Campbell. Committee focuses on professional development and leadership opportunities for staff.**
- **Student Success, chaired by Ryan Combs. Committee works to create initiatives that impact student retention, engagement, and success.**
- **Q&A**
 - **One senator noted that this is their second meeting for Staff Senate and that they are unsure of their responsibilities or what is expected of them. The information already exists and needs to be updated before it can be sent out. Chris also sent out an email with the different committees.**
 - **One senator noted that the information on the Staff Senate page is out of date and they are not sure who to reach out. Another senator remarked that Jacob Culwell may be able to update.**

3:56 PM – Open Floor for Questions/ Concerns

- **Two senators had some confusion about committees as they were named a part of the Sick Bank Committee. This committee determines if employees get additional sick leave from the sick bank. It is likely they were added because of a need for representation from their department.**
- **Reminder: Next Meeting 11/20/2024 | 3PM**

4:09 PM: Adjournment