

Agenda

Paul Gasior, Shannon Hardester, Tabitha Pilchard, Vanessa Collins, Lisa Gray, Isabella Chow, Joe Benyish, Steve Blankenship, Jennifer Ellis, Megan Raymond, Matt Hill, Candace Henry

Sara Heim

Eli Modlin, Dr. Janet Wormack, Dr. Lisa Lepore, Christine Benoit

- I. Call to Order

- II. Approval of April Meeting Minutes
 - a. *Motion to approve: Shannon Hardester*
 - b. *Second: Candace Henry*

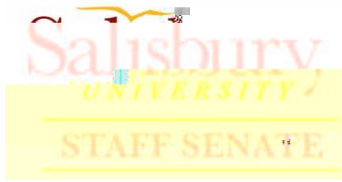
- III. President's Office Updates – Eli Modlin
 - a. *Thank you to everyone for their help during Inauguration Week. The event has become one of our most picked-up stories in media and has raised the attention of people across the state.*
 - b. *The President's Office will be looking into new and different ideas for Commencement in the upcoming years. Prices for the Civic Center have skyrocketed, and families would like to be able to have more guests like we were able to accommodate during the pandemic.*
 - c. *01 Budget Changes*
 - i. Now that we have centralized PINs and money when it comes to vacancies on campus, the decisions fall within the Cabinet and the responsibility for keeping within the budget is with them as well.
 - ii. New and replacement positions are first approved by the VP before being forwarded to the Cabinet. Even when the Cabinet approves a position, there may be additional work that needs to be done in creating a new position/adjusting a new position to fit the needs of the campus as a whole.
 - iii. At present, haven't seen any replacement position requests not going through immediately; however, sometimes the position's job responsibilities may be adjusted to meet current needs.
 - iv. Accounting is working on allowing department heads/managers to be able to see 01 budget numbers so they can be aware of how it fits within the overall unit's budget.
 - d. *Strategic Innovation Fund*
 - i. Submission process open to any faculty, staff, or student of SU, including auxiliary operations.
 1. Individuals will present to Innovation Council.
 2. Submissions will then go to Governance Consortium to make recommendations/adjustments.
 3. If approved, the submission will be presented to PAT.
 4. Final approval will be given by the President's Cabinet.
 - ii. Submissions cannot include requests to add to a department's 02 budget as part of the proposal.



- iii. Currently will be a yearly cycle for submissions, but this may change as more experience with the fund happens.
- e. *Nursing Mothers*
 - i. Subject was brought up at the Staff Senate Town Hall about accommodations for lactating mothers.
 - ii. Eli said that he is not aware of anyone that is not currently being accommodated regarding this issue. If there is anyone that is not being accommodated, or if there are issues, can be brought directly to their office.
 - iii. The example that was brought to Staff Senate's attention was confirmed to not be happening, and would not be tolerated under SU's policies.

IV. Staff Senate Liaison – Dr. Janet Womack

- a. *Equity Pay Adjustments*
 - i. Adjustments are to address major gaps in pay equity.
 - ii. Faculty and exempt employees were reviewed in the spring for equity adjustments. Information was reviewed with the VPs, who then spoke with their managers.
 - iii. Non-exempt, confidential & non-confidential employees are being reviewed, even though not addressed in the email that went out.
 - iv. For non-confidential, non-exempt employees, required to review salary annually according to the MOU.
 - v. There were individuals that were left out of the review that Staff Senate brought to HR's attention, and they are being reviewed now.
 - vi. Believe that equity adjustments would have caused some frustration regardless of whether or not the email went out to everyone or just the people it affected.
 - vii. Agreed that the communication that was sent out was not effective in communicating the scope of the employees that it affected; will be sending out clarifying emails regarding the adjustments from HR in the future.
- b. *Adjusting Mandatory Fees for Employees*
 - i. Elle2 re7Tverb9otq0.9o thofpupeop17 Tc(v.)JTJET@0.0000092 0 62 72 reW*ñBT/F3 10.9 Tf1 0.71 0.7creW



VIII. Adjournment