

## Minutes, Feb. 17, 2022 Regular Meeting

Meeting started at 12:00 pm by Vice President LaTawnya Burleson, filling in for President Serena Young.

The agenda was approved.

### **Presentation**

This month's presentation was by Katie Polidoro, Director of Title IX Compliance/Title IX Coordinator in the Office for Equity and Accessibility. She discussed Title IX changes both recent and possible changes coming in the near future. She also talked about the Culture and Climate/Sexual Violence Work Group.

### **Committee Reports**

#### **McComas Leadership Seminar**

Jennifer Earley

There was discussion about the decision to cancel the 2022 James D. McComas Staff Leadership Seminar. The decision wasn't made lightly. Effort will be put into returning the seminar as an offering in 2023.

#### **Policies and Issues Committee**

Amber Robinson

The committee has been busy this year with a large number of resolutions to review. There was a question and discussion about the Staff Senate response to the Commission on Graduate and Professional Studies and Policies "Resolution to Ensure Graduate Student Compensation is Equitable and Responsive to Cost-of-Living." The concern is that the resolution as written, even the latest version, commits the university up front to paying a living wage for graduate students without knowing the actual cost. There is no disagreement about properly compensating graduate students, but there is concern that there is a commitment to act before the task force has met and considered the impact.

#### **Nominations and Elections**

Judy Taylor

There are currently 16 open positions but not much is being done to fill them right now due to changes coming to the whole governance system. The new system won't be in place until after the BOV meets in April and approves the update. Once that is done, there will be a push to find candidates for open slots on commissions and committees. The deadline to fill positions will be extended to June.

#### **Public Health Emergency Leave Discussion**

There was discussion about the amount of leave, based on a concern brought forth by a staff member who has exhausted PHEL leave and personal leave due to a COVID infection followed by the need to quarantine due to a child who had COVID. Another issue is the need for a negative test after being sent home over concern about having COVID, but there is a time lag in getting that test done, which can extend the amount of time on leave. The test must be done with a health care provider or a pharmacy and appointments may be hard to come by. There is a need for better communication about using short-term disability leave for extended sick time off. The issue will be brought up in meetings with Bryan Garey and at the next Commission on Staff Policies and Affairs.

#### Leisa Shelor, Senior Director of Benefits in Human Resources

When the department learns of an employee in a sick leave situation, they will share information with the employee about the short-term disabilities benefit. The info is also shared with departments but doesn't always filter down to employees.

#### **Diversity, Equity, and Inclusion (DEI) Subcommittee**

Tasia Persson

There is an HR Retention Committee that is assisting the DEI Subcommittee in putting together a staff survey about diversity/equality/inclusion and what initiatives staff would like to see in this area. There is also a need for additional members of the subcommittee; contact Tasia.

#### University Council Resolution UC 2021-22A

The changes to university governance were discussed at the January meeting. The resolution will be presented to University Council for a vote on Feb. 21. A quorum was declared and the resolution was passed by an affirmative vote.

The meeting adjourned at 1:05 pm.