

# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

### Call to Order – 3:00 PM

**Approval of Agenda – 3:00 PM-** motioned to approve by Senator D’Alimonte approved by Senator Perry.

### Action Items – 3:00 PM to 3:10 PM

- Special Election – Vice President we need to pick one- Gena (henceforth referred to as President Shire) introduces herself as the new President. Do we have any open nominations on the floor for anyone? Senator Jones and Senator Barnes are the two nominees.

President Shire’s whole goal is to improve communication. If you have complaints please tell someone besides your work bestie or your dog at home. She has been here long enough to see it happen. This is Gena’s 20<sup>th</sup> year. She sends lots of emails you can unsubscribe.

**University President’s Report – 3:10 PM to 3:25 PM-** Dr. Licari thanks everyone for coming and helping students to move in. If you get a chance to walk around campus a little bit it is really fun. Students have a lot of questions like can I park my car here in the middle of an intersection. Parents are nervous and emotional. Going that extra mile can make people nervous. You could hear my address on Monday and I want to back up further. In terms of priorities in terms of the year and beyond. These are big priorities that don’t just get done in the snap of a finger.

We want to continue to improve campus vibrancy we want them to feel like this place is their home and they get connected with meaningful things on campus. Going to football and basketball games. I want our students to be engaged and connected and hanging out together. We will see a lot of visible things and it takes the rest of us to really encourage our students to create those kinds of connections and in many ways we have to model that for them. We have to show up and be present.

Especially if we don’t do it ourselves. We need to make a show of effort and be there. They should expect to see people on campus that work here showing up alongside them. The second is to continue to work hard with community engagement. Brining the community to campus. If we have a vibrant exciting campus lots of community members will want to come. We want to be fun engaging and exciting place. There is always something cool going on at APSU lets go check it out. We need to bring all of our resources to resolve problems. That can mean days of service like we will have.

Or other partnerships with local agencies. Continue to push for enrollment. We can’t let this super successful Fall to be it. We have a big set of graduate students. We can’t say wow awesome we need to take advantage of the momentum and double our efforts and capitalize on the fact that new students found out about us and chose us. The other piece is hanging onto the students we already recruited. He is very

# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

disappointed in the student success efforts so far. We have had the same dang rate forever bouncing between 63-68% which means every single year we lose 1/3 of our freshman class. They don't come back for year two. That's terrible it's terrible. The only way we will push up graduation rates is if we keep students here. We need them to be well connected to everything here so they don't want to leave. We want them to feel like it's a cool connected environment. Maybe they start to struggle a little bit. If they don't feel connected to campus they will be like yeah I am out. It's easy to walk away from something they don't even care about in the first place.

If you feel good you will want to stick around longer. We have to change what we are doing in terms of student success and retention. Fundamental improvements don't take place without fundamental changes. We have been tinkering around on student retention stuff it will go up and then slump back down there. We have to do things fundamentally and totally different. We are preparing for our new campaign. We want the new 100 million campaign will back up to our 2027 centennial we want to be successful and don't want to go public until we know. We have been doing a really nice job in regards to improving the number of people that are giving. The faculty and staff input is in an upswing. We just need to continue that momentum. We want it to be transformational to the university.

Senator Powell asks why is the retention rate so low? Dr. Licari says its generally an emotional response. Senator Christmas asks can we see how many of them are transferring out. He said its not a lot. President Shire asks if you can tell by departments? Those are uncomfortable conversations he is happy to have if needed.

**Office of Institutional Culture – 3:25 PM to 3:30 PM-** LaNeeca Williams will be presenting- David davenport was also going to try and make it. We aren't sure if he will be able to join us or not. She says this is a room full of some of my very favorite people on campus. She didn't realize it was going to be a huge task of being your chair person. She called about an issue a staff member sent her.

A week ago Friday, we hosted a BFSA event or a black staff retreat on campus. It was hosted by an ERG or "infinity group" we need some support and need to come together so we feel valued and connected. That's not uncommon that group started in 2020 after George Floyd there were 60 of us on a call one Sunday afternoon and the question was asked are you okay? There was emotional trauma for black people at that time. Staff and faculty got together to do something to build a safe space. That event was hosted last week to continue to the hope for safety for black faculty and staff. A comment was asked if she would support reverse racism. Part of the LaNeeca helps to uplift her when she is concerned about her own family members. She identifies as black. You know she wants to support everyone and any efforts they can create an ERG infinity group. We are actually in the process of having other groups on this campus. Please trust if you know about her she wants to support

# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

everyone and wants them to feel appreciated and valued. Just wanted to give a **little** background. Wanted you to know part of that is an initiative in September the appreciation and belonging hour for employees on this campus. At the end of the year we do these wonderful awards and not to take away I also recognize there are those employees that never get the recognition they need. Geraldine hasn't been acknowledged they are there to answer our questions respectfully and caring. I hope you can come and I hope that you support that. We will be celebrating someone that month and I hope you feel comfortable and allow us to connect and feel valued and appreciated. If you are interested in starting an ERG or infinity group please don't hesitate to reach out to me.

Our office can sponsor a \$200 ERG! Not a lot but get you started. I want to support you and as long as those events are welcoming and they feel appreciated and like they have a sense of belonging. Senator Powell says there is a need for these groups. What is out there for staff members to make APSU a welcoming group. We want APSU To be that group not just an ERG I want someone in my office to feel safe. The whole entire employee experience is all about that. Tons of other things that are happening on this campus to make everyone feel safe. There will be networking opportunities. Come to those appreciation and belonging hours.

Let's piggyback off the president and let's get involved. LaNeeca wants to support. Doesn't want anyone to feel unsupported. Kat says shameless promotion the value cards. If you are a director in this room raise your hand directors' chairs and senior leadership team members have been given these cards. When they see you doing this they will give you a card to show off what you have done. Helps us track building our values into our culture and can track what's being built into our culture. The cards get scanned into a drawing to get prizes. You are living your values and you get something. We will keep doing that every semester. I want to be able to move them into your space. Senator Bailey has been here 20 years herself. Our culture takes care of each other. We are like a family and we rally around them. When we talk about our values the currency of our lives should be living these values. As a whole university lets grow together. LaNeeca says "ditto". Just want to leave you with this we can sit down have coffee and talk. I welcome all of those conversations. I don't have a problem with hey this can be better because we want to be the best that we can. Please get involved and I will help support you.

David Davenport is here for those who don't know me I am the director of the Foy coming to the lens of the BFSA. We had an event. Last year it was the AAEC. Some of our members felt it wasn't inclusive we had a BFSA event not exclusive but geared towards the BFSA. David gets to deal with it as a black man on this campus. He has issues that others don't have. He has a network to help deal with this. It's okay to feel alone but come to BFSA and let's address some of these needs. It's implied but nobody really talks about it. I think most of these people are my friends but you

# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

never know. George Floyd, we sent an email out to 60 of us asking are you okay. A whole bunch of people said we are not okay. Senator Bailey said I was on that email. That spurned this version of BFSA. We have people who are not okay and they fight battles every day. The meeting is not exclusive it's geared to address issues you may not have. I had to bring my son up differently that you brought your son up. It's implied but until you say it nobody really thinks about it. I Think about it as a father of a black man and a black woman. Now we are in 2023 at APSU and we are still dealing with the same issues. Unless you aren't really paying attention to politics or what's going on. If you just want to be an ally or a friend help me fight these issues. We all have different issues. Some of our staff feel like they can't be apart of it because they don't have the support. People told them they can't go. I need you to push the buttons and let them go. Hey David it's okay for you to go but maybe not me. This is just one infinity group and the others need to help. How can we help?

President Shire asks how can we know about what groups exist? Some are sensitive I am really careful about that group some are not necessarily out. They want to make sure they are genuine enough. Please reach out to me. Yana we need to start a LatinX group here. Lots of groups need that kind of support. Not to separate us but you need to talk about this. It's intentionality. Up until about 2 weeks ago. I couldn't say I am a proud black man at APSU. I was worried about what Wes thought of me and what Kyle thought of me. One of my good friends in the room Crystal. I just want you to help me with that because it's not just my fight. You would be surprised race sex and religion still happens today.

Recently someone approached me and asked if I was a part of the janitorial staff. I had on a shirt and tie. I went to her very professionally and that was her question. I can't help her because I am janitor in her mind. We openly admit that some of you may be apprehensive to ask me a question. Email [davenportdl@apsu.edu](mailto:davenportdl@apsu.edu) if you have questions. I'll be glad to respond. How can we support each other more on campus. If you just wanted to say this is what I think we all want to have a good time. I am not naïve that everyone doesn't support what I do. If I offend someone I am not upset I am good. Our first program will be party at the PEAY partnering with LatinX, institutional culture and WNDAAC- this is not exclusive of non-black people it's inclusive.

**Senator Orientation – 3:30 PM to 3:45 PM-** Emily Weide will give the presentation about Senator orientation- executive board has met like 45 times. We just wanted to put something together to give everyone an overview to help people understand what this is about staff senate. If you are new or if you have been here:

What is Staff Senate?

# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

An advisory body to the president. You will see President Licari and we will have a chance to ask him questions. The three questions we asked today were the most I have ever seen. Let's drill him. Bring stuff from your area ask him literally whatever you want.

Consists of regular and part time employees. This is based on a 1-10 ratio from all the different areas on campus. (Photo)

Lets use this time to ask each other questions. A lot of people stay in their little hidey holes with their own people. The executive committee consists of president, VP, secretary, treasurer, comms officer, immediate past president and the committee chairs. If any of these areas excite you at all these are all opportunities you have to serve. Each meeting follows Robert's rules of order. If you have never been in a meeting where they use these. Senator Christmas came up with a little two pager for Robert's rules of order. Your terms usually consist of three years. You are going to be here for a minute.

How did you get here? Elections are held in the spring. Written nominations are accepted prior to the meeting and verbal nominations accepted in person. If a tie occurs the executive committee will elect by vote. A quorum is required and that's 50% of the body if you are in your office and you don't feel like going today you could be the deciding factor so people come. You are stuck with us for 1-2 more years. By accepting the office, you shall disperse information to all staff in your area. You may propose agenda items and seek counsel and advice on matters of all relevance Cast votes which reflect the opinions and wishes of staff in their area.

You don't have to wait until the end to raise your hand. If you want to stand up here more power to you and you can. I hate it. Get on the agenda and talk about it. We would love that. If there is a rumor gossip or something that happened and nobody likes or they really like it and you want it to happen again. We can effect change with this group of people it can totally happen. You shouldn't come to these meetings and listen and not talk. That's not helpful to literally anyone. There will be things we vote on here. I know If I cast a vote here and they all hate it I would hear about it for the rest of my life. You need to bring the wants, needs, and opinions and reflect it back. If I go back and tell Ashley in my area I could invite her to come to next month's meeting. They are welcome to come but they can't vote. Just so you guys know senators must notify any of us if you cannot attend a meeting. You can be recommended for removal. We meet once a month. We all have insane schedules please let someone know. Don't just not show up. If you can't make once a month meeting you shouldn't be the one here. Some people have been voluntold for these roles.

# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

Senator Davenport asks my question is rhetorical- we are missing a group of staff. That's the physical plant staff. They are hourly they have a voice they are missing. We are missing at least 60 employees. David said we are missing them at 3 they are already gone for the day. Senator Bailey says we also have a fair amount of remote workers and lets factor in the remote workers.

### Information Items – 3:45 PM to 4:10 PM

- Mental Health Awareness Initiatives
- University Standing Committee Reports
- Staff Senate Meeting Location
- Philanthropy Committee- Matthew and Cole Kevin
- Recognition and Appreciation Committee-Jessica and Jana- Wes and Niesha, Cheryl
- Bylaws and Constitution Review Committee- Kyle is on this one. Doesn't have to be a huge one. Kat says she will be on it since she was on it before. Takes into account things David just said. We are running these meetings in a way that takes order. Two or three- Kat and Kyle Lee Miller will be on this one.
- University Policy Committee- Jose is chairing this- David, Yana
- How Cool! Grants Opportunity Committee- Jason is chairing this. Kelly Lindsey Connor Kat

Senator Turner says please take it easy on physical plant staff this year. Everyone is moving wants new things- be patient with us. We want to help you. Tell your staff if they want their room painted to be patient. We are here for the students.

Senator Christmas says many of you have helped quite a bit. We send off that report next week or I hope next week I just want to say thank you. We will get through this and all still have jobs.

Senator Perry says student affairs has a new VP and we would love him to be a special guest. Student Affairs has a lot of things right now. Monice says you can reach me any time I will do my best but just take it easy. Please don't be rude. I Deal with a lot of rude people. Since school is going to start it's crazy. This week and next week lets try to get along.

President Shire says why did the new lot only get one way in and out I just wondered why. It's easier to block you guys in and out. She just wants to know why there is only one entrance and exit. She will get one. Senator Powell has a little bit of insight students are coming and going all day. It had 14 and we wanted to eliminate some congestion.



# Staff Senate

## Minutes

08/23/2023 | 3:00 PM | UC 307

Senator Campbell works in athletics she is wearing a cool shirt Clarksville's hometown team. She has shirts for everyone here if you would like one. Cole Langford with marketing starting this initiative you may not have seen it but we want to tie into the community and recognize people who help us out a lot and promote it as the hometown team. We might reach out to you and see if you will be our VIP Clarksville hometown here. If you ever need a football ticket please let us know. Sept 16<sup>th</sup> faculty and staff- free game to reserve for your family.

We have govfest this Friday. To add to the video board in the Jenkins ad every ad the university gets a profit on. It is not an athletics billboard we do not get revenue from that it goes to the university. Senator Davenport asks what is a super discount look like? Do we have military rate? As low as \$5 a ticket. Military used to be free I need to find out for sure. The latest is If you have military ID you're free but your family is \$5. If I have one they do too. Senator Bailey asks if they need volunteers? The short answer is yes call myself or Cole. We like shirts. We will feed and clothe you. T-shirts are a great way to get you to do stuff.

Senator Bailey says just really quickly- we have an anonymous link strategic-initiatives think about possible feedback and big ideas. It can't all come from directors. It has to be a good combo. If you have a good idea to build campus vibrancy. If you have a development program idea. Big ideas send them to me- [baileyk@apsu.edu](mailto:baileyk@apsu.edu)

President Shire may send too many emails, but they are important. Email me or any of the executive committee if you have questions or concerns

### **Adjourn - 4:30 PM**

---

Senator Christmas Motions and VP Jones seconds (in reference to adjourning).

### **Senator Updates and Announcements - 4:10 PM to 4:30 PM**

- Next Meeting
    - 9/27/2023 | 3:00 PM | UC 307
-