



Staff Association Board Meeting Minutes April 21, 2021 – 9:00AM

Meet at the HPC/SAC Memory Garden

Attending: Jon Gibb, Megan Church, Anilee Adams, Kristie Davis, Allie White, Riley McMullin, Chewi Lockhart, Wendi Bulkley, and Deb Millet.

Welcome - Jon

Guest Presentation

- VP Paul Morris
 - We generally receive around \$20 million worth of new budget requests. In a good year, we receive \$3 million in new funding that can be allocated across departments. This requires us to be strategic in what budget requests we approve.
- Bryant Flake
 - DSU is on solid footing budget-wise, even with budget cuts. The state economy is strong and things are looking up.
 - Bryant reviewed the process of making budget requests depending on the department and the type of request.
- Shantelle Owens
 - Shantelle manages academic program budgets as well as faculty and staff salaries in Academic Affairs.

Information/Action Items

Approval of Previous Minutes

- Deb moved and Wendi seconded to approve the minutes from our meeting on March 17th, 2021 with unanimous approval from the remaining board members.

President Items

- Dixie Awards
 - Congratulations to Ali Threet, Megan Church, and Allie White for being nominated
- University Council
 - Parking Update – Premium parking will be \$100, student parking will be \$75, economy will be \$50
 - Name Change Update – Love Communication will be facilitating focus groups amongst staff to review different themes gathered after the initial survey
 - Strategic Plan Report Out – We are already in year two of our strategic plan. So far, it is going well.

- Chewi is on a committee designed to improve faculty and staff life. Maybe we should work to integrate faculty into more of our staff association events. Working, training, and socializing together promotes cross-training and can lead to staff obtaining part-time instructor jobs. This is beneficial for many reasons.
- UHESA
 - USHE Benefits Discussion – benefits might become more standardized across all USHE institutions
- Looking ahead to 20-21
 - Who We Are Campaign – Survey Review
 - Staff know who we are
 - Staff feel middle of road on staff board impact
 - Recognition is desired to be financial based
 - Many people underestimate the value of the Mini Trailblazer awards. While money is nice, the Mini Trailblazer’s provide valuable recognition intrinsically and have been very successful amongst faculty and staff
 - Most staff do not feel they are adequately compensated
 - Salary benefits are highly impactful
 - We need to make benefits more visible to employees so they are aware of all compensation available to them
 - COVID impacts are minimal to somewhat negative
 - Staff feel that professional development opportunities are neutral to non-impactful

Communications Officer update / report—website (Allie)

- A few upcoming event dates need to be updated
- Working on the Health and Wellness webpage
- We will potentially create a Benefits webpage as well, work with HR so as to not duplicate efforts

Treasurer / budget report (Kristie)

- The budget is in good standing, everything is on track for the upcoming appreciation lunch event

2021-2022 Nominations (Megan)

- We currently have about 40 nominations for positions, that list usually whittles itself down
- Nominations due 5/7/21
- Voting will begin shortly thereafter

Committee Reports / Assignment Updates / General Questions

Scholarship (Kristie Davis & Brooks Burr)

- Brooks sent out a scholarship email in March, no applications received yet
- Allie will send out three more reminder emails
- Deadline extended to 5/7/21

Welcome & Staff Mentoring (Chris Gifford & Megan Church)

Events (Chewi Lockhart & Wendi Bulkley)

- Mardi Gras New Orleans Faculty/Staff Appreciation Lunch – Thursday, 4/29/21
 - We will meet at 11:30 as a board to set up
 - Come-as-you-please style
 - Gumbo, cornbread, kingcake

- Closing Social – Thursday, 5/20/21
 - We will meet in either the Gardner Ballroom or Burns Arena
 - Present Staff of the Year Awards

Awards & Recognition (Deb Millet & Sheila Cannon)

- We've received 12 nominations so far for Staff of the Year awards
- President will send out an email soon encouraging nominations
- Awards?

Legislative (Riley McMullin)

Health & Wellness (Wendi Bulkley & Anilee Bundy)

- March Madness
- Conversion Step Challenge will run May 15th through June 15th

Professional Development (Megan Church & Sheila Cannon)

Service (Allie White)

- Clean-up hike, Ironman, Donuts for Donations, Kite Festival, Commencement

Dixie Development Day (Ali Threet)

- The planning process has been going well.
- Please register for the event if you have not already

Compensation (Jon Gibb)

Policy Steering (Rose Hill)

Next board meeting Wednesday, May 19th

Upcoming Events

- Faculty/Staff Appreciation Luncheon: 4/29/21
- Dixie Development Day: 5/12/21
- Closing Staff Social: 5/20/21