

# Minutes from the Staff Senate Meeting November 11, 2015

**Attendees** Christopher Golston, Keasha Gordon-Turner, Brian Bagwell, Randy McCauley, Troy Mitchell, Sheila Hollis, Alisha Reed, Carrie Roberson, Beth Taggard, Dawn Mabery, Tonia McBay, Veronikha Salazar, Phyllis Cogburn, Len Nicosia (Aramark)

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**Members Absent** Julie Cissell, Pam Ligon, Emily Gerhold (Faculty Senate Representative)

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## Agenda

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Meeting was called to order at 10:03 by Beth Taggard (for Julie Cissell)

### **Old Business**

- Minutes from October meeting were approved as written
- Benefits and Insurance – please contact the members of the Fringe Benefit Committee (FBC) regarding concerns or questions. You can reach them via Outlook at [FringeBenefits@hsu.edu](mailto:FringeBenefits@hsu.edu). The FBC committee members have changed again, there are now more representatives from Staff on the committee. Dawn Mabery and Beth Taggard are both new members.
- Change to years of service for eligibility to serve on Staff Senate is still pending with President Jones

### **President's Report**

- Nothing at this time, as Julie is out of town for NASPA Conference

### **New Business**

- Shared Governance Proposals
  - Title 9 official response was to update grammatical errors, and a question was posed to existing couples who are married and if this has any impact or needs to be addressed
- Julie sent an email regarding Professional Development, asking constituents to respond on what developmental opportunities they would like to see including those beyond the scope of "professional". They are hoping to use existing resources from HSU.
- There is a suggestion to propose changing the term dates to follow the academic year instead of the calendar year
  - This would put Staff Senate in alignment with Faculty Senate and the SGC and help with committee assignments
  - In order to have a cross-over of existing staff members and those newly elected, we would need to have existing members extend their terms by 6 months.
  - Before making the proposal, it was asked if any members would be willing to extend. We had 8 members, including President Elect Beth Taggard agree to extend if the proposal passes.
  - Beth will draft the proposal

### **Announcements/Staff Concerns**

- Staff is seriously concerned regarding the insurance changes and how they were presented. There was hope that a completely new company would be handling our insurance. Several members need additional care that the current insurance does not cover. The increases were questioned, especially since there are no additional services beyond what is required. Feeling that we are being made to pay for the additional usage of those with serious illness. Members felt misled by HR, since when we discussed dental coverage earlier this year we were told dental was not being looked at – then to have the cost increase too with no additional coverage. There is a sentiment that we are not being told everything, and only being tied over with bits and pieces of information to keep us temporarily quiet. Fear that only a select few are making decisions without the input of everyone impacted. Many are grateful for the benefits we have received in the past, however this massive change is leaving many with more questions than answers especially around the loss of our grandfathered status. Senate members hope that in the future there will be more information sooner rather

than later, and more requests for input from those impacted the most. FBC members stated they would share this with the other FBC members when they meet next.

- Next staff meeting will be December 9, we will have a pot luck and invite newly elected Staff Senate members

Meeting was adjourned at 10:29