**Staff Senate General Meeting**

**4/13/21**

**10:00 a.m.**

**Microsoft Teams**

Present: B. Deen, G. Gates-Fowler, A. Hall-Reeves, D. Pollock, M. Brown, A. Ruiz, T. Wilds, S. Howle, B. Vojnovic, P. Hallman, B. Holt, K. Sellers, E. Trott, D. King, A. Sklenka, L. Connelly, C.S. Edwards, B. Harris-Johnson, L. Crider, J. Peterson, C. Lesko, and W. Jennings.

**Key Speaker – Angela Sklenka, Chief Human Resources Officer**

* Background
* Started at the University of Cincinnati at 18 working drawing blood. Worked her way through her Bachelor’s and Master’s degrees.
* Worked with the university for years.
* Then, worked in a global position.
* Switched to the hospitality industry and then applied at USF right before the pandemic.
* Has worked in the analytical area and training area of HR.
* What can HR do to make USF a better workplace?
* USF kept looking outward (i.e., at rankings, etc.). Must look inward before we can achieve those goals.
* Charged HR with assuming good intent. A little trust goes a long way. This needs to be our culture.
* When will the guidelines for return to campus come out and what will they look like?
* RSF Group – looking at data to see when we can move to the next phase. Will present to the executive policy group.
* We will get some notice before having to return to work.
* Have supervisors talk to employees to discuss flexible work based on performance would be her goal. Hybrid work.
* HR is creating an assessment. Looking for comments from the Senate.
* Needs to be equitable and perhaps required of supervisors.
* Employees can approach the supervisor and ask them about their concerns. How was the employee’s performance? Does the supervisor have any concerns with the work? How have I been performing? Proactively checking in with the supervisor, which develops trust. Ask questions about how I could have done that better; could I have approached this differently to get a better outcome; be able to take constructive criticism as it will make you better. Keep the communication open.
* How can the Senate help?
* Positive stories about successful work during the pandemic.
* J. Peterson mentioned that no one working in the air handlers got covid so it could be shared that the air handlers are safe so far.
* Need to address equity and favoritism in hybrid work. Those workers that had to come to campus during the pandemic paid parking and fuel costs that others did not. Cultural empathy. Not all in the same boat.
* Provided Covid-19 informational links
  + Concept of Operations & Phases: <https://www.usf.edu/coronavirus/returning-to-campus/concept-of-operations-phases.aspx>
  + Working Through Covid-19: <https://www.usf.edu/hr/employment-resources/workingthroughcovid.aspx>
* Question about use of productivity tools to measure keystrokes
* Angela said this was not necessarily the best measure. Only one piece of the story. Goals are more important.
* Where are negotiations with AFSCME and the administration concerning raises?
* With the magistrate for recommendations.
* Why can’t work emails be used for AFSCME communications?
* Websites and personal emails are fine.
* Emails during work hours on work emails are tricky. As to USF Talk, she doesn’t know much about it.
* Changes in Central HR to benefit staff employees?
* Hire the whole person.
* Knowledge.
* Competencies and decision-making coaching.
* Experience.
* Personal attributes and leadership, cognitive ability.
* Need to know you as a whole person.
* Would like the Senate to test the hybrid work assessment.

**President – M. Brown**

* Student Success Council
* Mid-term grades did not look good.
* Return to campus – phasing back in some in Summer B. Not definite yet.
* President Currall, Brian Ten Eyck, and Dean Peterson – What USF Will Look Like Coming Back – Summer B/Fall Semester 2021.
* Thirty minutes with us at our July meeting.
* USF Council on Racial Justice
* S. Louis-Jeune will be our representative. E. Trott has expressed interest as well and will act as the backup for S. Louis-Jeune.
* Parking and Transportation Letter regarding vanity plates.
* Received feedback from the Senate. Will ~~go back and~~ tweak the letter and send to Parking and Transportation later today.
* Vacancies in Committee Positions
* These need to be filled – no exceptions.
* Roles will be assigned if there are no volunteers.

**Vice President – K. Sellers**

* Staff Salary Equity Task Force
* The Staff Salary Equity Survey went out yesterday.
* Any questions refer to K. Sellers.
* Survey is anonymous and confidential. There is no way for the committee to report violations of inequity; so several departmental links are provided for the individual employee to report their individual violation concerns.

**Secretary – W. Jennings**

* A motion was made by T. Wilds to accept the March 2021 minutes. S. Howle seconded the motion. The motion was unanimously approved.

**Assistant Recording Secretary – vacant**

**Treasurer’s Report – T. Wilds**

* E&G - $3,036.00
* Carry Forward - $10,479.00
* Concession – 675.00
* Dollars for Staff Scholars - $2,133.56
* No new expenditures.

**Sergeant-at-Arms – P. Hallman**

* Need to be sure that everyone is on a committee. Pam will check the contracts and contact Senators that do not have a committee selected.

**Parliamentarian – B. Vojnovic**

* Welcome back!
* Nothing to report.

**Committees**

* **Communications – A. Ruiz/G. Gates-Fowler**
* Updating photos to the Box folder.
* Met with Javier for training.
* Any ideas for content for Instagram, let A. Ruiz know.
* We ~~may~~ have a new intern and her name is Christine.
* **Quiet Quality Awards – S. Louis-Jeune/vacant**
* No March nominations.
* Sending out nominations for April.
* Got February certificates signed.
* There is a lot of dated stuff in storage that we need to figure out what to do with.
* Owes a list of winners to A. Ruiz.
* **Senate Operations – B. Deen/vacant**
* Fifteen recipients awarded $75.00.
* Following up on the winner that withdrew from classes.
* **Staff Morale – B. Harris-Johnson/vacant**
* Nothing at this time.
* Sent out birthday greetings for April.
* **University Wide – S. Howle**
* Confirming speakers through August 2021.
* Suggest A. Sklenka come back in September.

With no further business, the meeting was adjourned at 12:10 p.m.

Respectfully submitted,

Wendy S. Jennings, Secretary