**USF Staff Senate General Meeting**

**7/13/21**

**10:00 a.m.**

**Microsoft Teams**

Present: C.J. Edwards, B. Harris-Johnson, L. Crider, T. Wilds, M. Brown, B. Holt, D. Pollack, A. Ruiz, C. Lesko, B. Vojnovic, P. Hallman, E. Trott, B. Deen, E. Parris, O. Smith, S. Louis-Jeune, A. Sklenka, D. Peterson, B. Ten Eyck, President Currall, L. Quinones, V. Andrews, and W. Jennings.

**President – M. Brown**

* Senator resignations – inactive members.
* Committee reports – send to M. Brown. K. Sellers on vacation.
* Smartsheet for QQA nominations – S. Louis-Jeune
* Has not heard back from Smartsheet yet. If USF has a license, it may be at no cost to us.
* AFSCME – B. Deen & P. Hallman
* Has the notes and the magistrate’s report.
* There were 11 items. All but four were resolved.
* Offer of a 1% wage increase (not retroactive) and a 1% bonus. Would need to call a special meeting of the BOT to approve this.
* The other three items will remain as the status quo.
* Remote vs. In-person Meetings of the Senate
* Will remain remote. For those that wish to attend in person, M. Brown will set up her conference room in the Marshall Student Center.
* Football tickets
* Athletics will give us some complimentary football tickets for the Temple game. Not sure how many we are getting yet.
* One year remaining on the Senators’ terms
* Much more to accomplish.
* Did as much as we could during the pandemic.
* Welcomes ideas and suggestions.
* Welcome back to campus campaign

**Vice President – K. Sellers**

* On vacation.

**Secretary – W. Jennings**

* A motion was made by T. Wilds to accept the June 2021 minutes as written. W. Jennings seconded the motion. The motion was approved via Microsoft chat.

**Assistant Recording Secretary – vacant**

**Treasurer’s Report – T. Wilds**

* E&G - $3,036.00
* Carry Forward - $10,479.00
* Concession Funds - $675.00
* Dollars for Staff Scholars - $1,365.56
* No changes or updates.
* We have an abundance of mugs that are dated. Perhaps hand them out during an event filled with candy?

Sergeant at Arms – P. Hallman

* Had a couple of members drop off.

**Parliamentarian – B. Vojnovic**

* No updates.

**Committee Reports**

* **Communications – A. Ruiz/G. Gates-Fowler**
* Just about done with the brochure.
* Short on good photos.
* Will send it out for review.
* Hope to have it completed before August.
* Continue to post on social media.
* **QQA – S. Louis-Jeune**
* The next meeting of the Racial Injustice Committee is in August.
* Will follow up with the President’s Office re: dates for in person QQA Reception.
* Senate Operations – B. Deen
* Working on Dollars for Staff Scholars for Fall 2021.
* **Staff Morale – B. Harris-Johnson**
* Would like to send cards for Senators during an illness or a death in the family.
* **University Wide – E. Trott**
* Need input for guest speakers and ideas for topics.
* Could use some assistance on this committee.

**Guest Speakers – 11:00 a.m.**

* **Dean D. Peterson – USF Health Dean, College of Public Health**
* Staff are very important. They have adapted well.
* Great communicators.
* Help to shape best practices.
* Our university had the fewest number of cases.
* Comprehensive reopening plan.
* Guided by the data and the directives of the CDC< WHO, and the State.
* State relaxed mitigation measures.
* Vaccine surge has tapered off. Case numbers are going up again due to the variant.
* Encouraging, but not requiring the vaccine or masks for unvaccinated people.
* Please report positive cases to AssessCOVID @usf.edu.
* .00023% of vaccinated people get COVID.
* Any discussion regarding extending the emergency leave past September?
* Guided by the Federal government.
* Monitoring the regulations and data.
* Messaging strategy re: the vaccine.
* Emphasis on encouraging the vaccine.
* Offering vaccines at Morsani and Student Health on all campuses.
* If not vaccinated, masks are encouraged.
* How about testing?
* Student Health five days a week. Morsani as well.
* **President S. Currall – USF**
* USF’s plan for strategic renewal.
* Advisory task force. Heavier on faculty with some staff including A. Sklenka.
* Intensive process – consulted widely.
* We’re an urban research university. Global research and the urban/suburban region are linked.
* USF is in the 1% of U.S. public research institutions with a man campus in a metropolitan area of one million people or more.
* Doing over $400 million in research.
* Strategic initiatives
* Analytics and data science: Integrating USF digitally.
* Biology by design.
* Design, arts, and performance.
* Global and national security.
* Health, society, and biomedical science.
* Social justice and human rights.
* Sustainability, environmental, and oceanographic sciences.
* Key performance indicators
* Each college and unit is positioned to create its own unique strategy to pursue excellence and contribute to the university’s overall mission.
* Metrics are captured in our annual Accountability Plan include performance-based funding and Preeminence metrics, key AAU indicators, U.S. News rankings, and the President’s annual goals.
* We will reinforce the transparent system of shared responsibility and accountability across USF.
* Graduating Pell grant students at a much higher rate.
* The USF Compact
* Call to action. Need the support of the community and politicians.
* How is enrollment looking for Fall 2021?
* We have a number of applicants. The number of admits is up 23%-25%.
* Families may want to keep students closer to home so that may help us.
* Are we still striving for AAU eligibility?
* Yes. It’s by invitation only. Has us focusing on performance metrics.
* We are aware of our resource constraints.
* Any benefits for staff with AAU status?
* Continued commitment to excellence.
* Building a brand. Will lead to more resources.
* Impacts the quality of work life for staff.
* Principles of Community have been carried out effectively through individual departments.
* Staff may not feel they have been heard.
* Must be done in a relay fashion from the top down.
* Continue to push.
* Do you foresee any more layoffs?
* New budget model. We can’t raise tuition and haven’t since 2014. Underfunded mandates from the state (another $11 million).
* Earned preeminence, but there is no longer any financial support for that.
* Returning 6% hold back to the academic units. Had planned for an 8.5% reduction that we don’t have to take.
* We’re stable, but it’s a very challenging environment.
* **A. Sklenka – USF Human Resources**
* Thanks to the Senate for helping to build the future of work strategy. The Senate’s feedback helped with the flexible work agreement. The survey really worked in some areas. It kind of softened the lack of salary increases. It is nice to have some flexibility and has boosted morale in some areas.
* Want to make USF a great place to work.
* Fairness – are we being equitable?
* Having discussions with HR and the departments.
* Look at what the work looks like and what needs are of the area.
* Results of the salary equity survey and the task force.
* Recommendations were made to leadership. Validity is being assessed.
* The assessment will be performed in August.
* How is remote work affecting our students? Any data?
* Must understand our students’ perspectives.
* We had to pivot quickly and had to be flexible.
* Remote real time learning was oaky for some. Face-to-face was better for others.
* We need to pay attention to student experiences and evaluations. Students are our most important clients.
* Perhaps we should include remote, hybrid, or on campus work in job postings in Careers@USF?
* That could change depending upon the supervisor. Might be better to discuss it during the interview process.

With no further business, the meeting was adjourned at 12:30 p.m.

Respectfully submitted,

Wendy S. Jennings, Secretary