

**UNIVERSITY OF SOUTH CAROLINA
STAFF SENATE MEETING**

Tuesday, November 12, 2024
3:00 – 4:30 p.m.

PRESIDING: Megan Colascione, President

Call to Order – Megan Colascione, President

President Colascione officially called the meeting to order at 3:01 PM. President Colascione welcomed staff senators and visitors to the staff senate meeting.

Roll Call/Attendance Report – Julia Hodge, Secretary

Secretary Hodge checked the roll after taking attendance. According to the attendance report, 42 senators were in attendance, 9 senators were absent or online, and no senators gave proxies.

Establish Quorum – Julia Bellon, Parliamentarian

Based on the attendance report, Secretary Hodge declared a quorum was established and Parliamentarian Bellon declared business could be conducted.

Approval of Minutes – Megan Colascione, President

Staff Senate reviewed both September and October general body meeting minutes. There were no changes to either of the staff senate meeting minutes. Senator Carey motioned to approve, and Senator Boland seconded, for the September 10, 2024 minutes to be accepted as written. made a motion to accept the general body staff senate minutes as written. Senator Newton motioned to approve, and Senator Reid seconded, for the October 8, 2024 minutes to be accepted as written. All senators were in favor. The motion was adopted and carried, and the minutes were accepted as written.

President's Update – Megan Colascione, President

- Reiterated our commitment to serving all staff with support and care.
- Shared USC support resources:
 - Employee Assistance Program (EAP)
 - Access to counselors 24/7 365 days a year; 6 sessions per person, per issue, per year
 - Wellness platform: mygroup.com
 - Staff Ombudsperson – Robynn Pease
 - Explore ways to navigate through tough conversations and preserve relationships
 - Office of Access and Opportunity
 - Supports dialogic experiences at USC
 - Inclusive excellence education and workshops
 - Website: sc.edu/access
- Celebrate
 - Gamecock Homecoming win over Texas A&M
 - Development of new K fund for Staff Senate
 - Thank you, Senator Britz!
- Collaborate
 - Leadership Updates

- Stacy Fritz, new AVP for Student Health & Well-being
 - Ray Tanner, new Senior Advisor to the President
- Innovate
 - Staff Council at School of Medicine Greenville officially formed
 - Statewide Staff Senate/Council meeting
 - Discuss issues and opportunities for joint endeavors
 - Dependent Tuition
 - Staff Ombuds Role
 - Scholarship(s)
 - Membership
 - Attendance
 - Exploration of potential ESL certificate collaboration
 - USC planning SC's first hospital specializing in neurological care.
 - First standalone comprehensive medical facility – dedicated entirely to integrated care of patients with brain and nervous system illnesses.
- Please join me in welcoming our guest speaker today, Derek Gruner, RA, LEED AP University Architect, Associate Vice President of Facilities Planning, Design, and Construction.

Guest Speakers – Derek Gruner, University Architect

- USC Next – Campus Plan 2034
 - Phase I – Analysis
 - Phase II – Concept Development
 - Phase III – Campus Plan Development and Documentation
 - Resulted in Campus Plan 2034
 - Plan Drivers
 - Mission and Vision of the University
 - Sense of Place
 - Enrollment Growth
 - University experienced an 11% rate of growth from 2012-2022
 - Campus Plan 2034 assumes 2% undergrad growth and 1% graduate growth annually over the next 10 years.
 - Student Experience
 - Academic Experience
 - Research Excellence
 - Transforming Existing Campus Resources
 - Connections to the City
 - The Big Ideas
 - Activate the Historic Core
 - McKissick Renovation
 - Barnwell College Renovation
 - Thornwell College Renovation
 - Wardlaw College Renovation
 - Byrnes/College Street Site Redevelopment
 - Pedestrian Improvements
 - Gibbes Green

- Evaluate 2035 Academic and Student Life Needs
 - Student Center/South Main Street District
 - East Tower Upfit of Science and Technology Building
 - Jones PSC Instructional and Research Lab Renovation
 - New STEM Building
 - Student Housing Redevelopment (McBryde & Honors Residence)
 - Thomas Cooper Library Renovation
 - Engineering District
 - Reach for Research Excellence
 - Empower Partnerships
 - Rutledge
 - Gadsden Housing
 - South Main St
 - Williams-Brice Stadium RFP
 - Carolina Gardens
 - Henderson/College St Hospitality Units
 - Health Sciences Campus
 - Implement Athletics Improvements
 - Improve Mobility Networks
 - Connect to the River
 - Enhance Key Connectors
- Questions
 - Deferred Maintenance Plan – work with facilities for maintenance (separate from master plan which must add classroom space or beds, etc.)
 - Timeline for Carolina Gardens – hope to get RFP out in December and receive submissions in 3-4 months, then the University will choose and move forward (construction would probably not start before 2026)
 - Hoping to update website to see where maintenance is happening and what’s coming
 - Hoping for a GIS integration for people to view projects visually
 - School of Medicine will start construction in January
 - Target opening is Fall 2027
 - Main Street redevelopment
 - Plans in mind, but currently the university doesn’t control every parcel of land around there
 - Goal would be to figure out how to save the Byrnes mosaic mural
 - Also think mail center would be a great option for Main St
 - Sumwalt’s entrance would be opened up a bit to have more class and perhaps a small café
 - Architectural styles are fairly cohesive within districts, and we try to keep it that way
 - Coliseum – it may be time to think about a replacement for that building instead of another renovation
 - 100s of millions of dollars to completely renovate
 - Russell House – current plan is really a stop-gap to address the problems with getting food and having a place to eat
 - Address seating and kitchen constraints

- Event space – the only way to pick up a new ballroom in Russell House would be to replace the building completely. There’s a potential to add space in the Main St renovations and possibly include some space in Blatt.

Reports of Committees:

Membership: Kathryn Kenard/Andrea Avant

- Still working on questions/proposal to present to Exec committee regarding apportionment
- Working on timeline for upcoming election(s)

Communications: Michaela Taylor/Lori Carey

- Current Project: updating the website
 - Planning to share the updates at the December meeting
 - Open to any suggestions from Staff Senate

Staff Policy and Well-Being: Jason Cone/Cami Reid

- ESL for USC staff – Travis Weatherford was able to speak with their assistant director, Lilian Ortega Bunch, for a few minutes on staff members taking ESL classes through EPI for personal development. From our conversation I take it that EPI wouldn’t have the ability to offer **special** classes for this purpose, but staff members might have the option of joining in one of the **normal** classes as part of the established curriculum if schedules and openings permit. As a fee-driven unit, EPI would not be able to provide this service for free, and the employee (or university - still uncertain is whether the standard staff tuition benefit could be used) would be responsible for the tuition. They do have special “ENFS” classes, but these would not be an option due to their specific, academic-related focus – the reason for the special interest in these classes to follow. One challenge with using the [tuition assistance](#) benefit is that, from my understanding, the employee’s class is paid for via the Bursar’s office, as a credit to the student’s account. EPI classes, except for the special ENFS ones, are paid for *independently* of the Bursar’s. To my knowledge there would be no way for the employee tuition assistance credit to be applied to normal EPI classes – though this might be something worth investigating.
- Cami and Jason met with Robynn Pease in her office and then sent formal communication to Caroline Agardy to see about support for her charter getting passed on USC campus (what level of confidentiality will the office hold)
- Jessica McCormick continuing to help by serving on a committee as the representative for Staff Policy and Well-being for EVP (Employee Value Proposition) Study in conjunction with Kim Pruitt’s office
- Had a productive meeting with Molly Peirano (Title IX Office) as a guest at our 10/15/24 meeting as a committee
- Amanda Minnet was able to meet with Jessica Koumas in Facilities in regards to Wellness Spaces on campus (Interior Design with Facilities) and review potential locations: 1600 Hampton Street, Swearingen, DMSB, Barnwell, Science Tech Building, and Carriage House at Law School ... additionally she was able to secure cost information... approximately 100 sq ft Wellness Room = \$90 - \$100/sf, Average cost/room = \$10,500.00... Locations w/o plumbing - portable sink station = \$1,599.00, will be looking into next steps and touching base with former Staff Senate President

(Tyson Lusk), Tyson has gotten back to us with communication and now it is time to speak with leadership

- As a committee we will be looking at a further deep dive into a couple of HR opportunities - discussing policies surrounding grant-funded positions, specifically in areas such as benefits, grievance procedures, and any other related issues. There seems to be a need for greater clarity and alignment on these matters, particularly for those impacted by them. Additionally, we would be reviewing the current USC policies regarding fairness in the employment hiring process for staff members seeking promotion into new roles (internal candidates competing for positions).
- Considering approaching Parking & Transportation together with Faculty Senate over Handicapped parking permits, Henderson St. parking spot conversion, and short-term adaptations/accommodations (i.e. sprained ankle etc.) – point of contacts from Faculty side would be Suzy Hardie, Amie Freeman and Liam Hein

Professional Development: Khristina DeLorenzo/Simone Keller

- Follow up from PD survey (30 responses)
 - Type of PD interests
 - Leadership Development: 24%
 - Personal Management: 22%
 - Technology and Instruction: 20%
 - Equity and Inclusion: 16%
 - Financial and Accounting: 15%
 - Networking/Fellowship interests
 - Athletic event: 32%
 - Lunch: 29%
 - Happy Hour: 27%
 - Breakfast/Coffee: 11%
- Reached out to Amanda Castles to see when she can join one of our Staff Senate general body meetings

Community Projects: Chakira Hogan/Alexis Watts

- Keep the Midlands Beautiful Street Cleanup
 - We're excited to kick off our commitment to the Keep the Midlands Beautiful Adopt-a-Street program, but we need volunteers to make this event a success. Our first cleanup day is right around the corner.
 - When: THIS Saturday, November 16, at 9:00 am
 - Where: Meet at Dunkin' Donuts, 3303 Devine St, Columbia, SC 29205. We'll be working along Millwood starting at Devine Street.
- Support the Carolina Closet Clothing drive
 - Thank you for bringing donations today!
 - You can also drop off items at the Gamecock CommUnity Shop at Carolina Coliseum, Suite 4000 – 701 Assembly St
 - You can also support campus food pantries by making a [donation to any food pantry location on our campuses](#).
- Classroom Supplies for a First-Year Teacher
 - Thank you for bringing donations for Leydi West's classroom! She's in her first year of teaching Spanish at Irmo Middle School.

- Supplies will be delivered before Thanksgiving.
- Ronald McDonald House Tab Drive
 - Don't toss those tabs! Collect and bring them to any Staff Senate meeting.

Bylaws: Marissa Buck/Manda Fontenot-Tuk

- Still digging through data from the attendance survey and reaching out to people with historic knowledge about the creation of the attendance policies and pieces in the bylaws.
 - Also looking to benchmark with other staff senates/councils in SC

Staff Senate Awards and Recognition Committee: Ashley Dantzer

- Save the Date: May 22
 - 11:00-2:00, Russell House Davis Field
- Signups for Staff Appreciation Day subcommittees are forthcoming.
 - Food Subcommittee (date already saved with Aramark)
 - Protocol Subcommittee
 - Logistics Subcommittee
 - Decoration Subcommittee
 - Entertainment Subcommittee (DJ, dancing, and games)
 - Communications/Publicity Subcommittee
 - Registration Subcommittee

Staff Senate Scholarship/Fundraising Committee: Michelle Knight

- Continuing to plan a golf tournament fundraiser
- Staff Senate giving fund
 - Encourage your unit/dept/division to donate
 - <https://donate.sc.edu/staffsenate>
 - Thank you, Savannah Britz!
 - Goal is to create a scholarship

Ad-Hoc Affiliate Committee: Chris Burkett

- 1201 affiliates currently
 - Some on campus every day and others who just come to campus periodically to do a quick duty and leave
- Affiliates are employed by other entities, and as such cannot have official representation through Staff Senate
 - Still, they are welcome to participate in volunteer opportunities through Staff Senate

Order of Business – *Julia Bellon, Parliamentarian*

- Bylaws Update
 - Second reading of Bylaws and Vote to approve the language change in Article III: Membership, Section I: Representation, G to “Vice President of Access, Civil Rights, and Community Engagement, Vice Provost of Strategy and Innovation”.
 - Move to vote: Senator Boland, Second: Senator Epps
 - The motion was approved and the new language adopted.

Additional Announcements

- Please report back any information they learn from the meeting with statewide Staff Senates/Councils
- World Kindness Day – tomorrow, November 13
 - Come to Wardlaw 113 if you'd like to celebrate
- MLK Commemorative Breakfast taking RSVPs

Adjourn

Senator Epps made a motion to adjourn. Senator McCormick seconded the motion to adjourn. All senators were in favor. The formal meeting adjourned at 4:30 PM.

Next meeting: Tuesday, December 10 at 3:00 p.m. in the Lumpkin Auditorium, Close-Hipp Building, 8th Floor.

Respectfully Submitted,

Julia Hodge
Secretary
Staff Senate