

**UNIVERSITY OF SOUTH CAROLINA  
STAFF SENATE MEETING**

Tuesday, October 8, 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 3:02 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, 38 senators were in attendance, 13 senators were absent or online, and no senators gave proxies.

***Establish Quorum – Julia Hodge, Secretary***

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

***President's Update – Megan Colascione, President***

- Celebrate
  - Thank you for volunteering for Stuff the Bus in support of Hurricane Helene recovery!
- Collaborate
  - Carolina Alumni Association
  - Gamecock CommUnity Shop
    - Donations needed!
  - Staff Recognition Committee
    - Larger USC committee to assess staff recognition across the university
  - USC Homecoming 2024
    - October 28-November 2
    - Paint the Town Garnet & Black event
      - Friday, November 1
      - 6:00-9:00 PM
      - Five Points District Mural Lot & Fountain
      - Family friendly
- Innovate
  - 2 New MLK Social Justice Awards
  - Nominate someone for these awards by October 31
    - Staff
    - Faculty
    - Student
    - Community Partner
    - Unsung Hero
  - Where do we go from here? Conference
    - October 17-19, 2024
    - Registration (\$40 for staff/faculty, free for students)

- Register to attend: <https://civilrights.sc.edu/conference/>

***Guest Speakers – USC Alumni Association***

- Follow-up to previous meeting
- New Discounted Rates for Faculty and Staff: <https://support.uofscalumni.org/faculty-and-staff-membership>
  - Annual (\$30 off regular price)
    - \$25 individual
    - \$35 dual
  - Life (\$200 off regular price)
    - \$700 Individual
    - \$900 Dual
    - Can be one-time payment or a payment plan
- Benefits of Membership
  - Discount on a Horseshoe brick
  - 20% off Addam’s Gamecock Gear and Gamecock Apple iHub
  - National Discount Program
  - Early access and discounted tickets for athletics, tailgates, and much more!
  - And more!
- You can join even if you’re not an alum, just a friend of USC!

***Guest Speakers – Student Government (VP Courtney Tkacs)***

- Lots of recent programming and initiatives!
  - Stuff the Bus, Gamecock CommUnity Shop donations, Clutch Coffee sale for Red Cross, Voter Registration Drive (competition with Alabama via SEC initiative)
- Started a philanthropy council
  - Volunteered at Epworth Children’s Home
- Walk-A-Thon for suicide prevention (raised \$26,500)
- Advocacy Efforts
  - Mental Health Excuses
  - Syllabi Database
  - Water bottles in football student section
  - 4-year experience
    - Advising
    - After-hours Shuttle
- Future Partnerships
  - Carolina Civility
    - Promoting civil discourse
  - Potential donation event for the Gamecock CommUnity Shop
  - Continued partnerships to promote transparency and resources to students

***Guest Speakers – Organizational Excellence (Stacey Bradley & Maegan Gudridge)***

- Our office
  - Established November 2022
  - Small – staff of 4
  - University strategic priority
  - Focus on

- User friendly services
  - Efficient processes
  - Effective use of resources
- How we can help
  - Simplifying and streamlining processes
  - Aligning strategy
  - Ensuring coordination
  - Optimizing resource use
- Our Services
  - Improvement guidance
    - Problem definition
    - Data review and analysis
    - Advice tailored to your situation
  - Operational strategy
    - Cross-functional decision making
    - Prioritization and sequencing
    - Informed action planning
  - Project facilitation
    - Process improvement
    - Resource optimization
    - Blitz improvement projects
  - Knowledge and skill building
    - Interactive improvement training
    - Improvement tools and templates
    - Improvement leader development
- What can we do?
  - Work with their office
    - Contact us for any of our services
    - Improvement Foundations for Teams (workshop to jumpstart a project)
    - Improvement Leader Program (year-long cohort)
  - Learn more!
    - Check out the website: [www.sc.edu/excellence](http://www.sc.edu/excellence)
      - Tools, tips, and templates
      - Timesaver Toolkit for Meetings
      - Free resources from the Network for Change and Continuous Innovation
  - Be a change agent!
    - Look for opportunities for improvement
      - Frequent complaints or frustrations
      - Bottlenecks
      - Errors or rework
      - Low employee morale
    - Start small
    - Celebrate

***Reports of Committees:***

**Membership:** Kathryn Kenard/Andrea Avant

- We are working with Exec and Bylaws Committees on apportionment. We want to right-size Senators to the Organizational Unit/Academic Units. Currently, updating the number of staff per unit.
- We are still working the voting system
- Checking Staff Senate website to make sure membership information is accurate and up to date

**Communications:** Michaela Taylor/Lori Carey

- Current Project: updating the website

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

- Plug for Open Enrollment, which is going on for the whole month of October 2024
- Jessica McCormick will 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
- We will be 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)
- 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).

**Professional Development:** Khristina DeLorenzo/Simone Keller

- Gathering this evening at Thirsty Fellow, patio from 4:30-6:00
- Wellness and Resilience workshop upcoming

**Community Projects:** Chakira Hogan/Alexis Watts

- Teach Wish List (supply collection for November meeting)
- Collection of soda can tabs – please let us know who might need containers
- Adopt a Highway Service Opportunities

**Bylaws:** Marissa Buck/Manda Fontenot-Tuk

- Presented the findings of the survey related to remote attendance
- Discussion ensued related to disparate views
  - Secretary Hodge reminded everyone that they have up to 7 absences total, including general body meetings and committee meetings.

**Staff Senate Awards and Recognition Committee:** Ashley Dantzer

- Save the Date for Staff Appreciation Day: May 22 (11 AM – 2 PM)
  - Location: Russell House Davis Field
- Our next committee meeting will be held Oct. 15<sup>th</sup> at 3:00pm

**Staff Senate Scholarship/Fundraising Committee:** Michelle Knight

- Looking to have a golf tournament for a fundraiser in the spring
  - Looking into dates
- Encourage donations to the Staff Senate Fund
  - [www.donate.sc.edu/staffsenate](http://www.donate.sc.edu/staffsenate)
  - Sock incentive

**Order of Business** – Chris Burkett, Vice President

- Bylaws Update
  - First Read
    - Add and update language for ex-officio members
      - Update language for Vice President of Access, Civil Rights, and Community Engagement
      - Adding language for Vice Provost of Strategy and Innovation

**Additional Announcements**

- MLK Commemorative Breakfast
  - January 17, 2025
  - 7:30-9:00 AM
  - RHUU Ballroom
  - Keynote: Clint Smith
- Veterans Day Breakfast
  - November 8, 2024
  - 7:30-9:00 AM
  - RHUU Ballroom
- Ad-Hoc Committee for Affiliate Membership
  - Please contact Chris B, if interested in joining
- Committee Co-Chair Meeting
  - Wednesday, October 16 at 11:00 AM
- Women's Leadership Institute
  - Please contact Megan C, if interested in supporting this initiative

**Adjourn**

Senator Avant made a motion to adjourn. Senator Newton seconded the motion to adjourn. All senators were in favor. The formal meeting adjourned at 4:28 PM.

**Next meeting: Tuesday, November 12 at 3:00 p.m. in the Lumpkin Auditorium, Close-Hipp Building, 8<sup>th</sup> Floor.**

Respectfully Submitted,

Julia Hodge

Secretary  
Staff Senate