



# STAFF SENATE

## ATHENS STATE UNIVERSITY

**Staff Senate Meeting**  
**November 19, 2021 10:00am**  
**McCandless Hall Griffin Auditorium**

**Present:** Cathy Brett (proxy for Pamela Clark), Pam Bridges, Joy Clark, Kimberly Dunnavant, Barbara Ferguson, Juliana Hunt, Beth Jenkins, Amber Martinez (proxy for Kayla Kohanek-Tankersley), Chris Latham, Christen Lott, Morgan Stanford.

**Not Present:** Damon Lares

Beth Jenkins called the meeting to order. Chris Latham called the motion to accept the minutes from the previous meeting, Juliana seconded the motion- minutes were accepted and approved with no changes.

### **Old Business:**

a. Staff Mentoring Program:

Morgan said the committee met yesterday and spoke with HR. HR is very supportive of the mentoring program and willing to help in any way that they can. They got a list of new employees and it is around 34 people who need mentoring. How long the mentorship time should be was discussed- 9 months or just one semester? The committee will send out a survey asking ALL staff if they are willing to mentor and if they are willing to take on more than one mentee. It was decided that 1 semester is long enough for a mentorship. It was also discussed if the benefits of mentoring should be added to the survey to entice people to volunteer. Chris said some of the benefits are: 1. You gain a new friend! 2. You gain leadership skills. Amber Martinez was in attendance and was a mentee this past year (Chris was her mentor) and said she benefited from learning more about how Athens State works, job roles, etc. and enjoyed the friendship as well. Morgan said she would fix the survey and send it out.

b. Remote Work Policy:

Beth and Chris spoke with Jeff Powers and it was decided we should table this discussion for a later date. Chris said it would probably be best to let Jeff handle it as he is HR and has more experience regarding writing up a policy. Christen said it would be good to see how the Merry Mester works as many of us are working from home during this time. Chris suggested we collect data from our Merry Mester experience that could be shown to the president. EX: Beth and student success- how many students were helped during that time. We will discuss it again at next Senate meeting.

c. Veterans Day t-shirt:

Need to sell more shirts in order to meet our cost. Chris said he has not put it on social media yet but can do that to help raise awareness. Barbara suggested keeping the leftovers at the Veterans Museum so they could sell them there and keep the profit. (We would donate the left over shirts as a fundraiser for them.) But we need to sell at least 40 more shirts in order to cover the cost of making them. Payment methods accepted: check, cash, debit/credit card.

### **New Business:**

a. Christmas Parade Float

Bicentennial Float "I'll be home for Christmas" theme built as a replica of Founder's Hall. Need volunteers to help decorate it. Chris will send out an e-mail asking for staff volunteers November 2, 30<sup>th</sup> and December 1<sup>st</sup>. They need helping putting the lights on it, wreaths, fake snow, etc. Will have a snow machine to blow snow. Need Hebrew-Beth and Amber volunteered to be Hebrew if they can't get an ambassador to do it.

b. Bear Cage vs Bear Cave

Staff have mentioned they want the name changed. Questions were asked, is bear cage official? How official is the name? How do we get it changed? It would be nice to have it changed in time for the unveiling of the new mascot come January/February. Beth will look more into who to contact about getting it changed. Most people are in favor of calling it the Bear Cave, not cage.

c. Flower fundraiser

Do we still want to do it? Yes. Great fundraising. Which charity will we donate the money to? Think about different charities and discuss at next meeting in January.

d. Staff meet and mingle once a month?

It was discussed if staff should have a meet and mingle like they used to do? Ideas from the past were shared by Pam Bridges. Different departments hosted coffee/tea and went over what their departments do. IT department had RC Cola and moonpies once and discussed some of the things they do.

Cathy Brett suggested they send a picture of the new employee to everyone so we could get to know them and not just their names. Barbara said that would be helpful.

Kim suggested we do it more as a 'lunch and learn' and have professional development as part of the experience. Chris said there is money in the budget for professional development. BYOL (Bring your own lunch). It was determined that it should only be held once a semester. We can get with our own departments for ideas and share them at our next meeting.

Kim suggested we hold a pilot one over the summer to see how it goes and then the official launch next Fall. Morgan suggested asking Gary Huckabee to speak as he is a lively presenter.

Meeting was adjourned at 10:42am.

Minutes submitted by Amber Martinez.