

Forum Summary

Senator Introductions

Gateway to 8 Staff Development Series

Introduction of the Forum Text & Themes: All I Really Need to Know I Learned in Kindergarten

1. Play fair.
2. Share everything.
3. Clean up your own mess.
4. Take time out for breaks and sweet moments.
5. When you go out into the world, watch out for traffic, hold hands, and stick together.

Topics Brought Forth

Comradery/Helpfulness

An athletics staff member highlighted the comradery of others. A senior office assistant echoed this sentiment.

Remote Work Option

Desire to have work from home or hybrid options available

Differences between faculty allowances and staff (i.e. allowed to teach online and but staff not provided the option)

Can non-student engaging units have a remote work option?

Belief that the institution's policies are antiquated. Work from home should not be scary, it should be seen as modern.

Information Transparency/Policy Understanding

Concern about information transparency from leadership to staff as it relates to HR policies

What is the University COVID-19 Policy? Why isn't there one? What is to be done when individuals are sick? Exposed?

What is the policy for new staff needing to be off from work who have not yet accumulated days?
Can the staff sick leave bank be used for this?

Inclement Weather Procedures

General Concerns/Thoughts

Desire to see a checks and balances process for evaluation process. How can supervisors be evaluated by staff without retaliation?

Desire to see increase in base pay based on cost of living in the city of Nashville and Middle Tennessee

Desire to see a peer study conducted on Work from Home and COVID policies

Concerns about available training for position growth/professional development

Concerns about onboarding both general and position-specific, majority of participants indicated that they received no formal/structured training upon coming to TSU

An Admin council was created under VP Harris, the group is currently waiting on confirmation of whether it will continue. This allowed administrative assistants a space to come together and share.

Working conditions serve as another reason that remote work should be an option; building environments are sub-par.

Staff desire to be communicated with more on relevant matters: In response, Staff Senate secretary proposed a *Things to Know/Did You Know* section on the Senate webpage/newsletter to communicate important information.

The Senate was reminded to bring in everyone and to make sure that we are spoken for. Additionally, Senate founder, Debra Alexander, encouraged the Senate to make sure they understand what they do and how they can help university staff by going back to bylaws and constitution.

Staff inquired as to if the Staff Senate signed off on the handbook for the staff as faculty does for the faculty handbook

Request for earlier announcement of school closing because of weather, some staff indicated that they are being forced to use personal leave instead of inclement weather leave when the university closes

Requests

Discounts for bus riders on MTA

Training for Active Shooter, Weather Emergency, Other Intense Situations in response to the question "How do I stay safe while working?"

Dr. Trista Pilate expressed her interest in sharing information concerning the development of a COVID -19 policy and requested to work with the Senate on formulating language/information to share with HR to move this work forward

Audie Black, Director of Graduate Recruitment, encouraged staff to evaluate their professional goals and pursue their educational benefits and graduate education

A space to share/acknowledge staff successes just as faculty have

Revision to the tuition reimbursement policy, would like to not have to pay up front as an exempt employee

Leadership Development

Hazard Pay compensation