

Exempt Staff Council

September 18, 2024

Held via Zoom

Meeting Minutes

Meeting Description: Members of the council continued working toward building out bylaws for the forthcoming representative model of a Staff Senate.

Updated Draft Bylaws & Updates from Chairs Susan Lazenby & Anitra Barrett: Changes discussed in July's meeting were made to the existing draft bylaws for the new Staff Senate model, after interim follow-up discussions with various members of the council & their representative areas regarding clarity, representativeness, and Executive Committee make-up. The chairs of the Exempt Staff Council & Employee Relations Committee met with Vice Chancellor Brent Goldberg to discuss compensation for members of the Staff Senate. According to the chairs, VC Goldberg is emphatically supportive of providing compensation for members of the Staff Senate Executive Committee for the work they perform to ensure staff are represented in a meaningful way, the work of which is outside the scope of their individual position descriptions. The council will propose requests in various upcoming conversations with campus leadership, including the Chancellor, for specifics on the amount and logistics of said compensation.

The overall sentiment of the chairs and members is to request an amount similar to that received by leadership of the Faculty Senate, though it would be required to take a different form. Currently, leadership of the Faculty Senate receives compensation in line with teaching an extra 3-hour course for the logistical and administrative work that is required to oversee a senate-model. Without a compensation structure that includes coursework and academic teaching, compensation for staff must be distributed in a different manner.

These new draft bylaws were shared with the group, and they will be sent to UTC legal counsel and Finance & Administration leadership for review and approval. The chairs of the Exempt Staff Council & Employee Relations Committee will be meeting with Chancellor Angle on October 31, 2024, to review and discuss the new model and bylaws thereof. More information will be shared as a result of the meeting with the Chancellor.

It was also decided that, due to the council's active work toward the new Staff Senate model, backfilling positions for those members or alternates that depart the university or transition to a non-exempt role will pause, to ensure the efforts' continuity.

Regarding a communication plan for the new model's launch, it was agreed that a multifaceted approach is necessary to achieve effective communication. These may

include, but are not limited to, in-person information sessions, Q&A sessions, representative group meetings, campuswide email communications, etc. Chair Susan Lazenby, as Director of Web Development, has collaborated with the UTC IT Team to create and publish a working website for the new Staff Senate. While relatively vacant now, it is ready to launch and will include information regarding elections, committee make-up, bylaws, etc.

Next Meeting: Wednesday, October 16, 2024