**Supportive Professional Staff Council**

**General Meeting – Minutes**

January 9, 2025

Virtual Meeting

10:00 a.m. – 11:30 p.m.

**Approved February 13, 2025**

**Call to Order:** President Bohanon called the meeting to order at 10:03 a.m.

**Roll Call:** SecretaryDeborah Gettemy called the roll and confirmed a quorum.

**Members Present:** Chynar Amanova, Emily Belcher, Felicia Bohanon, Bill Braksick, Cody Carter, Heath Duncan, Deborah Gettemy, Liz Guess, Margaret Myles, Tom O’Grady, Candice Olagunju, Anthony Preston, Erin Smith, Shannon Stoker, Kyle Springer, Megan Woodruff

**Members Excused:** John Boswell, Karinne Bredberg, Michael Kunigonis, Jennifer Manning, Kellie Martial, Lauren Teso

**Approval of Agenda:** Properly motioned and seconded, all in favor, none opposed, Agenda accepted by voice vote.

**Approval of December 12, 2024, Minutes:** Properly motioned and seconded, all in favor, none opposed, Agenda accepted by voice vote.

**University Committee Reports:** No reports.

**New Business**: Desire for Provost and two Vice Presidents to attend February meeting that has been confirmed. We would have questions for them: Let’s start discussing some of those questions:

One question, we have seen and heard the budget presentations etc and actions

being taken to get to a balanced budget and we want to take it to the next level.

Additional questions or concerns? What questions do you have that we can send to them.

**Q**  Update on enrollment management plan?

And see how things we have been doing are panning out as we get close to enrollment

competition against other institutions and where are we, what is going well and what are

we doing so we don’t see a dip in enrollment in another couple of years?

**Q**  A lot of talk about the processes but not a lot of discussion about when we reach that point. How are we going to maintain that, how to sustain that, how do we grow a little better?

**Q** One thing, the idea of cross training, cross sharing personnel and how to operationalize that? How would this work. I may be good at my job but if you throw me over [to another dept?]. How is that envisioned to happen, and how do we come back from the operational model?

Freeman spoke to OSC today and she mentioned as one of the ways to deal with crisis.

She added a discussion about the fact that individuals working remotely would enable that to happen

more. When can Freeman come and talk to us. She might be able to come at 11 or 10 after we have had a chance to talk to them. We are getting pushed to be more in person ie. advising so the flexibility seems to be moving away, but demand is increasing. We are going to have John Acardo also coming.

Are there other questions?

**Q**  It is stressful for people where you have a deficit that needs cuts, everybody takes more

responsibility--it’s not sustainable. What is being put in place to keep employees going

during this time? What are the resources out there for employees getting more responsibility but

no increase in pay—money is a driving force for all of us. We have people doing really good work

and you cannot get them compensated. There must be other things in mind to show appreciation.

What else besides just cut, cut, cut?

**Bohanon:** Other than additional compensation, what would be some suggestions? I hope HR will be able to come through.

**Q** What about Program Prioritization? Are we going to have that again?

**Q** And that Is the question. We must make difficult choices, and we are starting to do that, are we at the place where we are looking at programs? When do we say here is what we are

really good at and this is what we are going to focus on? Do more, we will help you later, but we never get to later.

**Q** Merit increases, some institutions do that. Ability to reward employees

who have gone beyond. What is the pathway for employees, similar to faculty?

**Q** We tried to create a ladder for prof development and instead of reward it is used as

hiring tool. A ladder exists but it’s not working very well. Not effective or efficient right now.

**Bohanon**: I am dealing with these issues. How do you reward employees. Some of the responses were cavalier about people, what they are feeling, what they are going through. A lot of frustration. Until someone comes in and says they are leaving; it is too late to keep them.

Understanding the disconnect, but where is the willingness to do something about it?

What are we going to do to have a different outcome? Once we have these discussions,

what are we thinking, what action can we take? There must be something that we can do.

By next Friday we need to send the questions in, welcome some help in putting them together.

And these questions are the same ones we want to send to Freeman as “*this is also part of the*

*discussion we would like to have with you.”*

**Q** Would it be better if we actually got the results from the survey first then have the conversations so we could more accurately express what employees are feeling?

The Survey comes out on Monday no later than Tuesday, we could have some preliminary results. We want to get this done during February (and March).

Monday, if you have any comments, send those. If you have additional ideas or additional questions. Are additional questions needed, or did we miss asking something? When we have these meetings, I want them to understand how engaged we are and how important these ideas are. Not just a small group of people.

February meeting format? My feeling everyone in person, it will be hybrid but we need as many people in person as possible. When you send out the information, put extra plug at top about ”*love you to come* *in person*.” We want to make a show of people. If you have additional questions to survey please send and anyone interested in working with me in crafting questions, let me know. Or I will be reaching out to say yes, you are working with me please give me feedback.

**Committee Reports**

**Advocacy**: Survey ready to send out, anything else?

Question about survey, do you have to put your name, it is optional.

[I’ll make a note it will be optional]

**Awards:** Emily (I saw your email. Go ahead.) Decided on deadline for SPS awards. I need the link

for the nominations. Do you need it from past? Yes.

**Constitution:** O’Grady reporting: We are getting close to thinking about the election season. I was wondering, would it be helpful for people to be notified of their term is expiring? Feedback? Would you

like notification? Reach out to others who have not thought about being on the council.

That is really where I am with the elections part of it.

Frances to send out to those whose terms are expiring. (Note: Frances did send out notices to six people whose terms are expiring. One response so far from one who will be seeking re-election.)

**Bohannon:** Any ideas about increasing participation?

**Myles:** Some feedback on why is it important? Maybe we can publicize what we have accomplished. I don’t think they get what we do. Awards ceremony was super nice. Some pics from that may be enticing.

**SPS Depend Scholarship** – Deadline is the 31st of Jan 13 applicants, about same as last year.

Felicia, please send me the link. Heath Duncan reporting.

**StaffFest:** Margeereporting: I joined the OSC planning. March 12 (spring break 11-3 duke ballroom) Invite going out, If you RSVP ”no”, that triggers questions about maybe why. Some issues, it is only SPS & OSC, do not bring the GA, just putting it out there--because of food. There are going to be games, and we may need some volunteers. Table for Scholarship information donating. We need a QR code. January 23 meeting touch base with Felicia

Felicia’s Initial response: How many are planning to attend? How many council members are planning to attend StaffFest 2, 3, 4 ? I am hoping we can support this activity; I am not sure, it was not planned in the best way possible, and some will not be around during spring break. Not sure how this date was

selected. Put it on your calendar (March 12) and if you can attend, please do. Anything from any other

committee, anything else?

Meeting Adjourned at 10:43 a.m.

Respectfully Submitted, Frances Mitchell, Administrative Aide