



## **Staff Senate**

### **Minutes**

**Wednesday, November 19, 2025 | 3:00 PM | MUC 307**

#### **President Licari's Report**

- State budget process is underway. THEC's opening request is approximately \$111 million. A 0–2% tuition increase is projected at this point; this may change.
- Enrollment outlook is positive. Admitted fall first-year students are up 17% compared to this time last year.
- Fall-to-spring retention is slightly behind last year but nearly on par.
- Dr. Clemons and Dr. Cordova have reimaged the Student Success Task Force; the administration is eager to see outcomes.
- Appreciation expressed for staff as we enter the holiday season.
- The future campus food pantry was celebrated this morning. There is significant need on and off campus.

#### **Shahrooz Roohparvar Report**

- Remote employees
  - An RFP has been issued; FoxHire will serve as employer of record for out-of-state employees. APSU supervisors will remain supervisors. This affects full-time and part-time employees working outside Tennessee.
  - Target effective date: July 1.
- Urgent alerts
  - Following a false alarm in August, crisis communications practices were reviewed. A new messaging system has been implemented and improvements are ongoing.
- Graduate students and tax exemptions
  - Beginning January 2026, supervisors will see employee tuition waivers earlier than in prior cycles.
  - HR is developing a new PC-191 form to simplify documenting job-related coursework.
  - Doctoral degrees are included.
- Oracle implementation

- APSU was the first university to complete implementation on time and under budget.

### **SGA Report**

- Adding more senators.
- Planning spring semester initiatives; partners welcome.
- Planning the RISE Conference.
- Expressed appreciation for support.

### **Staff Senate President's Report**

- Met with Shahrooz regarding bonus/merit considerations.
- Encouraged completion of surveys for Physical Plant, IT, etc.
- Help an Elf: donations due December 8. Gifts should be wrapped; Student Affairs can assist. Drop-off: MUC 206 during business hours.
- Staff Senate Appreciation honoree: Jackie Stinson.

### **Vice President's Report**

- No report.

### **Secretary Report**

- No report

### **Treasurer Report**

- Balance: \$1,515.22.
- One expense in October.
- Shirts are being ordered. Thanks to President Licari for additional funding.

### **Communications Director Report**

- No report

### **Recognition & Appreciation Committee**

- No update.

### **University Policy Committee**

- Initial meeting held; reviewing policies currently under university review.

### **Parking Citation Appeals Committee**

- 17 appeals reviewed at first meeting; 9 currently pending.

### **Leadership Academy Committee**

- Financial Aid will present on FAFSA in January.
- Staff Senate will attend new-employee meetings to share resources.

### **Student Success Committee**

- Second meeting held. Planning a spring series for staff on existing Student Success initiatives.
- Community, Care, and Standards will present first.

### **Events & Programs Committee**

- Staff Senate Engagement Lunch: December 3, 12:00 PM, Food Hall.
- Food Pantry accepting donations for side dishes.
- Cereal donation drive ongoing.
- Exploring a Staff Senate Night at a sports event.
- Planning Coffee with a Senator before the semester begins.

### **Old Business**

- Motion to send the dress code forward.

### **Announcements**

- Holiday Reception: Thursday, December 4, 1:30–3:00 PM, Truck Center.
- Thank you for your commitment to Staff Senate.