



## **Staff Senate**

### **Minutes**

**Wednesday, October 22, 2025 | 3:00 PM | MUC 307**

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

- Announced last week that a government shutdown may affect military students using tuition assistance. University will cover that tuition.
- Met with THEC last week regarding the strategic plan, which will come to a vote at the November meeting. The plan's three cornerstones are: aligned, achievable, and agile. APSU's current strategic plan expires in June 2027. Open forums will be held in spring to celebrate the current plan, identify accomplishments, and shape the next strategic plan.
- SLT is examining degree attainment benefits. While the previous pay bump structure may not return, a bonus structure is being considered. Due to changes in IRS code for employee benefits, amounts over a certain threshold will become taxable. Supervisors will verify that degrees are relevant to employees' current positions to avoid tax liability.
- A working group on freedom of expression and civil discourse will be created to develop a values document. The group will include representatives from all university areas: faculty, staff, and students.
- Question about free general admission for faculty/staff. President Licari will follow up on this matter.
- Question about if the salary database would be integrated into Gov's Suite. It will be added to Self Service.

#### **SGA Report**

- No representative present.

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

- Clarified that the original intent for Staff Senate events was to highlight events underrepresented by staff attendance. The Events/Programs Committee will select monthly events and include them in their reports.

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

- No report.

#### **Secretary's Report**

- No report.

## **Treasurer's Report**

### **Expenditures:**

- \$133 to Printing Services for banner
- \$158 for Staff Senate pop-up tent
- \$150 for Halloween prizes
- [One expenditure not recorded]
- \$2,000 budget for full year

### **Other business:**

- Obtained quote for polo shirts. QR code provided for senators to input their names for orders.

## **Communications Director's Report**

- Senators with announcements for the full Staff Senate should send them to the Staff Senate email for distribution.

## **Sustainability Campus Fee Committee Report**

- APSU maintains primarily green campuses with extensive recycling programs.

## **Committee Reports**

### **Recognition Committee**

- Working to restore the PeayBay recognition system.

### **University Policy Committee**

- No report.

### **Parking Citation Committee**

- No report.

### **Leadership Academy**

- Will provide short professional development sessions at each meeting.
- Collaborating with HR to develop a welcome program for new staff.

### **Student Success Committee**

- Exploring staff involvement in student success initiatives.

- Considering a semester series of virtual sessions to educate staff on Student Success Initiatives.

### **Events and Programs Committee**

- Identifying engagement opportunities to strengthen employee morale. Funding challenges noted; seeking campus-wide collaborations.

### **Proposed initiatives:**

- Staff Senate Night at one game per sport
- Suite night for basketball games
- Coffee with a Senator
- Staff Senate lunch
- Staff Senate watch parties at designated locations

### **New Business**

#### **Dress Code Discussion**

- Current dress code has not been reviewed since 2003.
- MTSU and TTU do not have formal dress codes.
- Most universities leave dress standards to department discretion.

#### **Discussion points:**

- Proposal to allow jeans daily
- Suggestion to add examples to onboarding materials for appropriate attire at various events (meetings, commencement, etc.)
- Preference for guidelines rather than policy
- Need for clear language, as interpretations of "professional" vary by supervisor
- Consideration of dress code applicable to all employees

**Action:** Executive Committee will draft proposals to present to President Licari.

#### **Halloween Costume Contest**

- Submissions due to Staff Senate email by 2:00 p.m.

#### **Help an Elf Program**

- Motion approved to move forward. Executive Board will coordinate.

#### **Announcements**

- **Next meeting:** November 19, 2025, at 3:00 p.m. in MUC 307

- Shahrooz will attend the next meeting. Submit questions in advance.
- Salary database will be available on Self Service 9.
- Appreciation & Belonging Hour: October 23
- Discounted tickets for Rocky Horror Show available through Zac's link

**Meeting adjourned at 3:59 p.m.**