

UNCG Staff Council
July 13, 2006
UNCG Faculty Center

Attending: Heather Azzu, Jodi Barber, Linda Bennett, Shannon Burks Clegg, Jennifer Clark, Karen Core, Sarah Cottrell, Lee Davis, Ray Davis, Mary Gibbs Early, Joyce Graves, Robin Kallam, Judy Lillis, Diane Logan, Kevin McClain, Kelly Meris, Scott Milman, Kathleen Mooney, Amy Moore, Linda Nolte, Lee Odom, Ann Perdue, Jennie Prince, Cheryl Sarratt, David Vaughan, Evan Wade, Scott Walser, Mitzi Wilder, Erma Totten Williams, Mike Williams, Suzanne Williams, Lori Wright

Absent with notice: Amy Berrier, Karen Christensen, Maricia Terrell, Paula Terrell, Glenn Vignola, Erin Fox (resigning from UNCG effective 8/11/2006)

Absent: Willie Dowd, Thomas Everett, Brenda Hemphill, Kerry Hinshaw, Michelle Larsen, John Simmerman, Cindy Webster

Ex-Officio: Alan Bridge, Sharlene O'Neil

Guest: Deb Carley

Call to Order

The meeting was called to order by David Vaughan. He asked everyone in attendance to introduce themselves.

Approval of Agenda

Lee Odom moved to approve the agenda; Suzanne Williams seconded the motion. The motion to approve the agenda passed.

Roll Call

The roll was passed. Thirty-two delegates, two *ex-officio* members, and one guest were present.

Minutes of the June 8, 2006 Meeting

Lee Odom moved to approve the minutes of the June meeting; Jennie Prince seconded the motion. The motion to approve the June minutes passed.

HRS Updates

Alan Bridge stated that he had positive news regarding the budget. All SPA staff have been awarded a 5.5 salary increase, regardless of performance ratings, effective July 1, 2006 for those on the payroll as of June 30, 2006. SPA employees will see the increase in the July paycheck. It is anticipated that EPA employees will see their salary increases reflected in the September paycheck.

In addition, Section 9:12 of the budget now provides tuition waivers for 3 courses per academic year for full-time staff. More instructions will follow.

Career Banding, because of a political decision, has been suspended until a legislative committee can review it. Any of the 10 job families already approved can go forward. (At UNCG Law Enforcement and IT have been banded and banding of Institutional Services is in progress. Administrative Support had been approved for banding but the implementation has not begun. For additional information, see the SEANC website.)

Mr. Bridge reported that the new “People Admin” online recruiting system seemed to be working well from an HR perspective, despite a few bugs. Typically, HR had been receiving 8,000 – 10, 000 applications per year. With People Admin, 2,000 applications were received in the first month alone.

Mr. Bridge announced that President Bowles had approved the creation of a UNC Staff Assembly, and indicated that General Administration will reimburse the travel expenses of all delegates to the UNC Staff Assembly.

Deb Carley presented a benefits update. HR has been able to conduct 66 PPO group sessions and 803 individual consultations about the new health insurance option. We now have 1,562 employees at UNCG who have subscribed to the program which begins on October 1.

In order to cut health costs, the State is considering a proposal that would require new hires to work longer than 5 years in order to get health coverage upon retirement. This will not affect those already employed by the State.

Kevin McLain asked Mr. Bridge what had happened regarding a 1-time bonus that had been proposed for State Employees during this summer’s legislative session. Mr. Bridge stated that it had not been approved.

The Chair remarked that the desire to expand the faculty/staff tuition waiver program to three courses per year was first expressed eight years ago. Jennifer Clark inquired when the new “three course” policy would go into effect and the Chair replied that was still to be determined by the Board of Governors. The Chair also responded to an inquiry about EPA raises by stating that the Board of Governors, who has authority for salary increases in the EPA domain, has not met yet.

Chancellor’s Update

Sharlene O’Neil announced that, for the first time, colleges and universities in the state would be able to count on funding being granted for increased enrollment every year.

UNC Staff Assembly

The Chair stated that 8 years ago he had participated in a group that had met with then UNC System President Molly Broad regarding the formation of a UNC System-wide Staff Assembly comparable to the Faculty Assembly. President Broad first asked that all campuses establish staff organizations, since only a few campuses had staff organizations at that time. All campuses now have staff organizations and our new President, Erskine Bowles, has approved the formation of the system-wide staff organization.

At our August Staff Council meeting, we need to elect several delegates to represent UNCG at the first UNC Staff Assembly meeting on October 16 and 17 in Chapel Hill. Our Staff Council Executive Committee will meet later in July to recommend a method of election of these delegates and we will communicate that plan before the meeting on August 17.

Chair's Remarks

The Chair distributed copies of his remarks for the meeting and provided some background information detailing his personal history with UNCG. He then reviewed the evolution of Staff Council beginning with an organization called AASA (Academic and Administrative Staff Associates) that was formed in the 1970s. The organization provided a starting point but was never fully embraced (and rarely trusted) by the University administration.

In the mid-1990s, a group of SPA and EPA non-faculty staff from across the campus came together and petitioned Chancellor Sullivan to establish a University-sanctioned body of staff. (At the same time, this group was meeting with representatives from other UNCG schools who were interested in establishing a parallel staff body to the UNCG System Faculty Assembly.)

Chancellor Sullivan immediately embraced this suggestion and named a group of SPA and EPA staff to develop a constitution and mission for this staff body. The constitution that was eventually adopted by the UNCG Staff Council was modeled after that of UNC-Chapel Hill's Employee Forum and delegates were elected by job category.

Staff Council has been working hard over the past several years to serve as an advisory body to the Chancellor and other offices and organizations on campus, to advocate for staff, and to sponsor events to enrich the work experience of our staff. Given the atmosphere of respect and encouragement for both faculty staff that has evolved since our organization was formed, some of the issues that were prominent in the 1990s are no longer pressing. The Chair stated that he believes it is time to re-evaluate our mission and method of representation.

The Chair proposed that we examine our Constitution in the following areas:

- Is our method of representation working?
- Does representation need to be more geographic or organizational chart-related?
- Is our current mission viable?
- Is our name (Staff Council) still appropriate?
- Are we organized appropriately, committee-wise?
- Do we meet often enough? Too often? Meetings long enough?

Other organizational issues that need examination:

- Should we become a clearinghouse for volunteer opportunities for staff?
- What kinds of activities/events should we "sponsor" and how can we focus these?
- How can we improve intra-campus networking?
- How important is it for us to know others across campus?
- How active are we in University affairs?
- How better can we communicate with those whom we represent?

The Chair asked both delegates and non-voting delegates to consider joining one of the Staff Council Committees for the coming year. He announced that he had asked Amy Moore to chair the Employee Enrichment Committee and Angie Scott, as immediate past chair, would chair Elections. The Chair is in discussion with a possible new chair for Public Relations, and Shannon Clegg has agreed to chair the Outreach Committee.

In addition, the Chair mentioned that he has asked Vice Chair Suzanne Williams to convene a group to take a close look at our current Constitution and to make recommendations for changes in the areas of composition, name, mission, meeting schedule, etc. The group should give progress reports in September and October and a comprehensive report in November. The tentative members of this committee are Linda Bennett, Mike Byers, Tomas Everett, Deb Hurley, Judy Lillis, Kathleen Mooney, and Maricia Terrell. Others are welcome. The group will also keep Sharlene O'Neil, Alan Boyette, and Alan Bridge apprised of their progress.

Finally, the Chair announced that, following the adjournment of the meeting, committees would hold brief organizational meeting in the four corners of the room.

Committee Updates

Employee Enrichment – Amy Moore

Amy reported that the committee welcomed new members for 2006-2007 and hoped to plan several events of interest to staff during the coming year. One possibility might be a wellness event co-sponsored by Enrollment Services.

Outreach – Shannon Burks Clegg

UNCG Staff Excellence awards were presented to Mary Culkin and Patty Booker May 3, 2006. Deb Carley also announced that nominations for Staff Excellence Awards will also be forwarded to the Gladys Strawn Bullard Award Committee beginning with 2006-2007, and that the name change to University Staff Excellence Awards has become official.

Public Relations – Cheryl Sarratt

A new chair for this committee is being sought as well as new members.

Adjournment

The meeting was adjourned at 11:00 am.

Respectfully submitted by Cheryl Sarratt and amended by Suzanne Williams.

Next meeting: Thursday, August 17 at 10:00 in the Faculty Center.