

UNCG Staff Senate
June 5, 2007
Faculty Center

Roll Call

Thirty-four delegates and eight guests were present.

Attending: (34) Heather Azzu, Jodi Barber, Linda Bennett, Amy Berrier, Jennifer Clark, Karen Core, Ray Davis, Mary Early, Trina Gabriel, Joyce Graves, Michelle Griffin, Pamela Harrod, Janet Hendley, Robin Kallam, Michelle Larsen, Davis Lee, Judy Lillis, Diane Logan, Kevin McClain, Scott Milman, Amy Moore, Lee Odom, Ann Perdue, Jennie Prince, Cathy Rogers, Angela Scott, Maricia Terrell, Paula Terrell, David Vaughan, Scott Walser, Mitzi Wilder, Mike Williams, Suzanne Williams, Lori Wright.

Absent with notice: (3) Shannon Burks Clegg, Kelly Meris, Kathleen Mooney

Absent: (6) Sarah Cottrell, Davis Lee, Donna Sexton, Glenn Vignola, Erma Totten Williams, Peggy Woods

Ex-Officio Attending: (1) Alan Bridge

Guests Attending: (8) Peter Ashe, Patty Booker, Ray Carney, Annette Cline, Ben Kunka, Steve Moore, Dean Perdue, Cathy Rothermel

Call to Order

The meeting was called to order by David Vaughan at 10:30 a.m.

Agenda

Jennie Prince moved to approve the agenda. Amy Moore seconded and the motion passed unanimously.

Minutes

Amy Moore presented minutes of the May 10, 2007 meeting. Paula Terrell moved to approve the minutes and Jodi Barber seconded the motion. The motion was approved.

Human Resource Services Update—Alan Bridge

Alan Bridge provided an update on news from the current legislative session. Approximately 50 bills presented for legislative consideration included some type of human resources issue, with several causing concern. Many of these bills have since been dropped.

Currently, the House has proposed a 4.25% salary increase, while the Senate proposed 4.0%. The Governor's budget proposal included only a 2.5% increase. A compromise group will review the issue and make a final recommendation.

The proposal to reduce management budgets by 10% was dropped as was the proposal to delete vacant UNC positions (though the universities need to be careful about keeping positions open for extended periods of time).

UNC lobbyists have indicated several items that we should be watching for in the next few years:

- Discontinuation of the indemnity plan. The indemnity plan is expensive to operate, but is very popular among retirees.
- Discussion about merging all forms of leave (sick, vacation, community service) into one “annual leave” benefit. Currently called PTO, paid time off, “annual leave” collapses all types of leave into one. A change of this nature, if it occurs at all, would be several years in the future.
- Discussion about reducing the 6 months waiting period required before retirees can return to state employment. This is a dead issue with the legislature after a poorly submitted bill was presented earlier this year.

Human Resource Services has restored its training position and is currently in the process of reinvigorating and revising its training programs. The Development Dimensions International (DDI) training and development program is one of the new options available. This is a state of the art, cutting edge training program. Since it is a purchased product, there is a charge, but it provides an excellent opportunity for our staff.

DDI is offering three *Interaction Management* workshops in the month of June: conflict resolution, helping others adapt to change, and delegating for results. Registration is available at: <http://web.uncg.edu/hrs/training>.

Committee Reports

Outreach Committee—Amy Berrier

The Heart Walk is Saturday, June 9 at the Country Park. It is a 3.2 mile walk. Amy Berrier is leading the Staff Senate team. Those interested in carpooling can meet at the Financial Aid Office at 8:00am on Saturday morning. Others should plan to arrive at the Country Park at 8:30am. To make contributions, see Amy or visit the website.

Employee Enrichment Committee—Amy Moore

No report.

Public Relations Committee—Lori Wright

No report.

Elections Committee—Angela Scott

No report.

Staff Assembly Update—Karen Core, Lee Odom & Suzanne Williams

Lee Odom provided a general update from the last UNC Staff Assembly meeting held on April 19 and 20. Assembly committees met for the first time (each representative serves

on at least two committees). Most committees are using Blackboard to communicate, though the Chairs and Executive Committee meet monthly via video conference.

Lee serves on the Human Resources and Compensation & Benefits Committees. Both were asked to submit statements that would establish the Staff Assembly's position regarding the restructuring of the relationship between the University system and the Office of State Personnel.

A task force, created by President Bowles, will consider recommendations for the OSP. The task force will focus specifically on the concerns University employees have with the OSP. Staff Assembly representatives will provide information from task force updates to their home institution chairs. The report generated by the task force will be reviewed by the Staff Assembly, with an opportunity for endorsement.

The Human Resources Committee submitted that policies should be interpreted and administered fairly across the UNC system.

In addition, Jeff Davies, Chief of Staff, reported that the tragedy at Virginia Tech has spurred the discussion of safety issues for all of our campuses.

President Bowles and his staff are studying the efficiency and effectiveness of the UNC system, recommending ways to avoid redundancy in process, manage growth in head count, and collaborate between and among the institutions. The majority of money saved will come from cost avoidance.

The next Staff Assembly meeting will be held in September. The spring meetings will rotate among the various institutions, with the Spring 2008 meeting scheduled to be held at Appalachian State.

Karen Core provided an update on the activities of the Staff Development Committee. The committee discussed requiring SPA employees to receive training for a specific number of hours each year. Mandatory training would: 1) improve current job skills, and 2) enable employees to train for better positions. Training would help to steer employees toward a career path and hopefully improve retention, thus reducing the high staff turnover rate experienced throughout the UNC system. Though the committee discussed 4-10 hours, no definite number of hours was determined. Administrative handling of training hours would be set up basically the same as community involvement. The Supervisor/manager would be held accountable for the training of their employees.

Preparing for the 2007-2008 Staff Senate Year—Suzanne Williams

David Vaughan, Chair, praised Suzanne Williams for the work she has done throughout her year of service as Chair-elect. Specifically, David noted her diligence and dedication to the ad hoc constitution committee which was responsible for recommending a variety of changes to the Staff Senate's constitution (including improvements to our mission, committee structure, communication, representation and even the name change from

Staff Council to Staff Senate). As she prepares to step into the role of Chair, Suzanne has several ideas and plans for the upcoming year—the Staff Senate’s 9th year.

Suzanne provided a handout, a helpful introduction for new members to the Staff Senate. The handout included the basics—who, what, where, when, why and how—as well as information about the committee structure, Staff Senate resources and the 2007-2008 schedule.

She reviewed the Staff Senate mission and noted the added benefits of the social interaction and networking made possible via the organization. Learning about each other and who does what on campus allows us all to become better employees and provide better service.

In reviewing the handout, Suzanne noted several specific dates on the calendar:

August 23, 2007—Dinner with the Chancellor

October 19, 2007—Fallin’ for Fun Fest

May 7, 2008—Excellence Day

As the new chair, please feel free to contact Suzanne at any time with your thoughts and ideas. She hopes to begin forming work groups and making plans for the upcoming year at the July meeting.

Expectations for the upcoming year:

Attendance—Members are expected to faithfully attend meetings. Attendance is kept and 2 absences will prompt a phone call. Three consecutive absences will result in the replacement of the member. Membership on the Staff Senate is intended to be representative of a particular constituency of staff. If the member is not attending meetings, their constituents are not being represented adequately.

Committee Work—Each member is expected to serve on a committee.

Service—Each member is expected to serve on one service project.

The Staff Senate website is a very good source of information. It will soon include a virtual community, using Blackboard, as a tool to help us accomplish our committee work. You will log-in using your Novel username and password. Buddies will be designated to link Senate members with computers to those without and to link junior members with senior ones. A listserv has already been created, and is available for member use.

Suzanne thanked David for all that he has done during this transitional year. He was the 1st chair of the Staff Senate and returned to serve again in 2006-2007. As the 1st chair, David was presented with an engraved Jefferson cup to acknowledge his service to the organization. To properly recognize his continuing service, an engraving for this 2nd term was added to the cup. In addition, a Staff Senate group photo taken last summer has been framed with a blank signature matte. All current members should stop by to sign the matte before leaving the meeting today.

Recognition of Retiring Members—David Vaughan

David recognized the retiring members and thanked them for their service to the Staff Senate. Each retiree was presented with a certificate of appreciation: Jodi Barber, Amy Berrier, Jennifer Clark, Karen Core, Sarah Cottrell, Kelly Meris, Robin Kallum, Judy Lillis, Lee Odom, Maricia Terrell, Glenn Vignola, Erma Totten Williams, and Angela Scott. Since David was unable to attend the Staff Council meeting at this time last year, he presented Angie Scott with a Jefferson cup in appreciation of her service as Staff Council Chair during the 2005-2006 year.

Ann Perdue motioned to adjourn, with a second from Amy Moore. The motion passed and the meeting was adjourned at 11:25am, with lunch at Spencer's immediately following.

Respectfully submitted by Mary Early, Secretary.

Next meeting:

Thursday, July 12 at 10:00 a.m. in the Faculty Center.