

**UNCG Staff Senate  
November 8, 2007 Minutes  
416 Bryan Building**

**Roll Call**

Thirty-eight delegates, two ex-officio members, and one guest were present.

*Attending:* (38) Peter Ashe, Carol Bell, Linda Bennett, Patty Booker, Kevin Bullard, Ray Carney, Shannon Clegg, Mary Early, Kelly Elliott, Joyce Graves, Michelle Griffin, Judy Guard, Pamela Harrod, Janet Hendley, Sharon Humphrey, Michelle Larsen, Diane Logan, Kevin McClain, Scott Milman, Todd Mitchell, Kathleen Mooney, Amy Moore, Ann Perdue, Dean Perdue, Jennie Prince, Cathy Rogers, Cathy Rothermel, Donna Sexton, Amelia Smith, Paula Terrell, Cindy Van Laar, David Vaughan, Scott Walser, Kathy Watford, Mitzi Wilder, Mike Williams, Suzanne Williams, Sheryl Williamson.

*Ex-officio:* (3) Alan Boyette, Kathy Crowe, Sharlene O'Neil

*Absent with notice:* (7) Heather Azzu, Annette Cline, Trina Gabriel, Ben Kunka, Steve Moore, Meredith Walther, Lori Wright

*Absent:* (3) Stogie Davis, Davis Lee, Lloyd Norman

**Call to Order**

The meeting was called to order by Suzanne Williams at 10:00 a.m. Suzanne announced that she is providing brownies and lemonade as a thank you to the Staff Senate. She praised the entire senate for stepping up to the plate and appreciates everyone and all of the work that is in process.

**Minutes**

Amy Moore presented minutes of the September 13 meeting. David Vaughan moved to approve the minutes as amended and Scott Milman seconded the motion. The motion was approved unanimously.

**Human Resource Services (HRS)**

There was no report from Human Resource Services.

**Provost's Office – Alan Boyette**

Alan Boyette, Vice Provost, presented an update from the President's Human Resources Task Force. President Bowles charged the system-wide Task Force to examine the application of the State Personnel Act to the UNC System and to offer recommendations for changes that would improve efficiency and effectiveness in University HR practices. The Task Force is broken down into a variety of subcommittees including recruitment, position management, compensation, recognition, employee relations, etc. Each committee has been given the task of reviewing their area and reporting back to the Task Force any recommendations to improve the system. Alan is chairing the Recruitment subcommittee.

The question was raised regarding how long any changes would take to be implemented. Alan responded that this would depend on the type of change that is recommended. If it requires legislative action, it would take longer than an administrative change, which could take effect right away.

The goal of the task force is to develop a relatively small number of critically important ideas for change. Past efforts to reform HR practices in the UNC System have failed, partially due to the broad and overly ambitious scope of the changes sought. President Bowles is seeking a more focused approach. Alan encouraged Senate members to contact him with ideas, suggestions, questions, or concerns.

Alan also announced that Chancellor Sullivan and Vice Chancellor Taylor had endorsed Provost Perrin's recommendation to change the name of the EPA Personnel Office to EPA Human Resources. This change is now in effect, as reflected by the new EPA-HR website. Alan encouraged Senate members to view the new website at their convenience.

#### **Chief of Staff – Sharlene O’Neil**

Sharlene O’Neil presented an update on Chancellor Sullivan. She is resting and recuperating. She is doing very well and once home, will be at home for a while. She expressed her thanks for the cards, flowers and well wishes.

#### **Faculty Senate – Kathy Crowe**

No report.

#### **Student Government Association**

No report

#### **UNC Staff Assembly Update – Suzanne Williams**

Suzanne Williams shared that one very interesting aspect of their recent meeting was the UNC Tomorrow presentation. She encouraged everyone to watch the video available online at <http://www.nctomorrow.org/>. The initiative is to prepare the university system for needs in 10 or 20 years. It lays out what North Carolina will look like demographically and the statistics are very interesting.

There are a number of issues that are being discussed in subcommittees including a staff mentor program; tuition benefits for partners, sustainability, etc.

#### **UNCG Funding Matrix – David Vaughan**

David presented a program on the UNCG Funding Matrix. He shared that the Board of Governors is given the authority to establish rules for the administration of EPA salary increases, but they do not have authority over the SPA domain; therefore, it is ineffective for them to make SPA salaries a priority.

He noted that the average faculty salary benefits the SPA workforce too. Eight years ago, the Board of Governors adopted a funding matrix for enrollment increases. The higher the average teaching salary, the higher the allocation of enrollment funding to campuses. He shared a

number of examples and showed samples of how the formula works. These funds can be used for new staff positions, supplies/equipment, and in range adjustments, etc.

## **Committee Reports**

### Communications – Kevin McClain and Donna Sexton (co - chairs)

Kevin McClain reported that they have received good feedback related to the newsletter. He commended Lori Wright and Suzanne Williams for their contribution to the first edition. The Communications Committee is currently working with other committees on ways to update and improve the website.

### Elections Committee – David Vaughan

David Vaughan reported that the elections committee has broken into two subcommittees. One subcommittee will be responsible for electronic voting. The other subcommittee is responsible for publicity and coordinating the nominations.

### Employee Enrichment Committee – Mary Early

Mary Early expressed thanks to everyone who helped with the Fall'n for Fun Fest. The Employee Enrichment Committee will meet on November 30 with a representative from the Development office to discuss ways to grow the Employee Enrichment Fund and Staff Senate Scholarship. In addition, the committee is brainstorming ideas for speakers for the spring semester.

### Employee Recognition Committee – Suzanne Williams for Jennie Prince

The Employee Recognition committee has been busy delivering Staff Star bouquets and certificates. Please encourage fellow staff members to nominate their peers for this honor.

### Service Committee – Diane Logan

1871 items were collected for the Animal Rescue & Foster Program (ARFP) book drive. The book sale raised \$6,000. Several noteworthy staff collected more than 100 items each: Cathy Rogers, Weatherspoon Art Museum, 185 items; Carol Bell, Housing & Residence Life, 164 items; Terry Weaver, Telephone Services, 154 items; Janet Hendley, School of Nursing, 149 items; Elizabeth Hurd, Social Work, 133 items; and Debbie Freund, Research, 105 items.

Joyce Graves will be heading up the Fox 8 Gifts for Kids project December 18. Shifts are from 8:15 am – 12 noon and 1 – 4 pm.

Also, Michele Bouluc is collecting items for the troops.

### Sustainability – Ray Carney

The Staff Senate sustainability committee is being folded into the university wide committee which reports directly to the Chancellor. Ray is serving as the co-chair of the Communications and Outreach work group. He reminded Senators that the film series is currently going on. He also announced that UNCG will likely host a system wide sustainability conference next year.

### **News and Announcements**

David Vaughan reported that he is on the UNCG Smoking Task Force. This committee is being charged with coming up with a practical recommendation for the campus related to smoking keeping in mind the residential nature of the university community. There is a survey that he asked senators to complete related to this committee's task. Other groups completing the survey include SGA, Residence Hall Association, etc.

### **Academic Affairs**

No report.

### **Business Affairs**

No report.

### **Student Affairs**

No report.

### **Information Technology Services**

Linda Bennett inquired about staff use of Piney Lake. The Employee Enrichment Committee will investigate the policies and procedures for the use of Piney Lake.

### **University Advancement**

Donna Sexton announced that they are still raising money and thanked senators for their help!

### **Chancellor's Staff**

Paula Terrell encouraged everyone to support Spartan athletics by participating in the upcoming Basketball season. Suzanne asked that Paula investigate the possibility of holding a Staff night at a ballgame.

### **Other Business**

Suzanne Williams reminded everyone about the December meeting. Our program will be on Dining Services and their master plan. She encouraged senators to check items posted to Blackboard.

### **Adjourn**

The meeting was adjourned at 11:38 am.

Respectfully submitted by Amy Moore, Secretary.

### **NEXT MEETING**

Thursday, December 6, 2007

10am-Noon

Bryan 416