

**UNCG Staff Senate
November 13, 2008 Minutes
EUC Alexander**

Roll Call

32 Senators, 2 ex-officio, and 2 guests were present.

Attending: (32) Kevin Bullard, Lois Carney, Ray Carney, Mark Coker, Jeffrey Coleman, Janet Dunbar, Judy Guard, Connie Harman, Janet Hendley, Sharon Humphrey, Julee Johnson, Felicia Joyner, April Judge, Lee Knight, Stacy Kosciak, Dale Koutsky, Ben Kunka, Teresa Lewis, Liz Meeks, Scott Milman, Amy Moore, Cathy Rogers, Cathy Rothermel, Libby Sexton, Judy Smith, Amelia Smith, Connie Uselman, Cindy Van Laar, Kathy Watford, Suzanne Williams, Sheryl Williamson, Brian Wilson *Ex-officio:* Rebecca Adams, Alan Bridge

Absent with notice: (9) Jonathan Britton, Shelley Ewing, Gay McDonald, Todd Mitchell, Jennifer Oleson, Katie Ostrowka, Ann Perdue, Debbie Reynolds, Donna Sexton

Absent: (7) Peter Ashe, Patty Booker, Joe Dixon, Brad Johnson, Dean Perdue, Rhonda Strader, Karen Ward

Guests: (3) Rebecca Adams, Alan Bridge, Sue Stinson

Call to Order

The meeting was called to order by Scott Milman at 10:07 a.m.

Minutes

There were no minutes from October to approve.

Agenda

Scott Milman presented the proposed agenda for the meeting. Ben Kunka made a motion to approve the agenda, and Janet Hendley seconded the motion. The motion passed and the agenda was approved.

Welcoming Guests

Scott welcomed our guests, Rebecca Adams, Alan Bridge, and Sue Stinson to our meeting.

Strategic Planning & UNC Tomorrow Phase II

Overview – Rebecca Adams, Chair Strategic Planning Committee

- Rebecca Adams gave us a handout “Opportunities for Staff Involvement in Planning Process: Fall 2008”
- There is a website that will be open for soliciting feedback on the Strategic Plan from 11-13-08 until 11-19-08 at 8am.
- Open forums will be held also. The handout lists dates and specific opportunities for input.

- On December 4 Sue Stinson will be at our Staff Senate meeting for endorsement of the Mission and Vision statement.
- Value and Strategic Area Workgroups are listed on the handout also. The workgroups cover the elements of the plan. These groups are developing a statement about their areas with 2-3 goals that are measurable, so success on the goals can be tracked. Others will be involved as advisors to these groups.

Presentation of Draft UNCG Mission and Vision Statements – Sue Stinson, Chair of Mission and Vision Review Committee

- Sue is the chair of the mission and vision review committee.
- The third page of the handout contains the November 12th version of the vision and mission statements, although these are in an evolving form and change frequently.
- Sue encouraged us to participate with our ideas and input.
- Sue informed us that missions support the vision statement.
 - Every UNC school is revising its mission statement
 - Every UNC school mission statement must be distinctive from all other institutions
- Suzanne Williams challenged all senators to give input online or in the forums.

Phase II Faculty and Staff Recruitment and Retention Section – Alan Bridge

- Alan gave us a handout “Faculty and Staff Recruitment and Retention” which he encouraged us to read. Comments or suggestions can be emailed to Alan.
- This goes to the executive staff on November 24.
- It goes to General Administration on December 1.
- Senators were urged to share with constituents. The information will be on the website on November 19th.
- Scott will post it on our Blackboard documents space also.
- Rebecca Adams mentioned that Chancellor Brady’s number one priority to GA was domestic partner benefits. Her number 2 priority was that UNCG be able to re-hire retirees without a six month waiting period.
- Lee Knight suggested that being the best in the state on domestic partner benefits is one way UNCG could be distinctive.

Ex-Officio Reports

EPA Human Resources–Alan Bridge

- Alan thanked the Staff Senate for its help on the Fall in for Fun Fest.
- School colors day is December 5. Everyone is encouraged to wear blue and gold.
- Career banding is finally nearing its end. The final reports are almost ready to submit. Beginning January 19, HR will begin accepting requests to re-classify. However, there is no salary adjustment fund this year.
- State Personnel Director will change due to appointment by the new Governor.

- The state budget is looking bleak, to say the least. There is a \$300 million deficit on the State Health Plan. UNCG is planning for a 5% cut, but it could be higher or lower depending on sales tax revenue.
- Reduction in Force Policies are always in effect, in answer to the question of who decides if they are in effect.
- Reminder about adverse weather. If the University closes, we do not have to make up time, but if the University does not close, we have to take vacation if we do not come in.

Chief of Staff – Sharlene O’Neil

- Chancellor Brady’s installation will be on May 5, 2009. The entire community will be involved in this event. If there are any events on campus that you know of that could be linked with this event, email David Vaughan or Ginger Karb.

Committee Reports

Elections – Suzanne Williams

- No report.

Communications – Donna Sexton

- No report.

Service – Sharon Humphrey

- Fox 8 Gifts for Kids – will be 2 days this year. A volunteer sign up sheet was passed around at the meeting. They need volunteers for Dec 8 for sorting, and Dec 17 and 18 for parent pickup. Senators were urged to let constituents know and to have them contact Sharon Humphrey to volunteer. Community Involvement Leave can be used for this.
- The Animal Rescue and Foster Program collected 800 books. There is \$10 entry fee. The book sale is at Hinshaw Methodist Church on High Point Road on Friday Nov 14 and Saturday Nov 15.
- The Urban Ministry Food Drive is going on also.
- The MS Walk will take place on April 25 in Kernersville and March 28 at the zoo in Asheboro.

Staff Recognition – Sheryl Williamson

- 3 nominations for Staff Stars
- Sheryl passed out nomination forms for senators to pass out to constituents to generate excitement.

Employee Enrichment – Janet Hendley

- The last Brown Bag Seminar of this series was completed. They were a big success.
- Starting in January 2009 there will be one Brown Bag Seminar each month. Send ideas for future Brown Bag Seminars to Janet Hendley.
- The committee updated the Staff Perks list. The Staff Senate web page has been updated with the .pdf file. We can easily update and add to the page. Notices to Camus Weekly are being sent on a regular basis to highlight a few perks each time. Paper copies of the brochure are being given to new employees in their pack of information.
- Terri Clark, of Annual Giving, is helping the committee with the PR for the Staff Scholarship Fund and Enrichment Fund.
- Go Red for Women will be Feb 5. In the past we partnered with the Student Health Center for this event, but could partner with the Staff Welfare committee.

Staff Welfare –Ray Carney

- Ray is serving as an ex-officio member of the University Benefits Committee. That committee has 9 members who server 1-3 year terms, and has a broad base of members from across the university.
- The committee is looking at Family Friendly benefits and are doing 2 things this year
 - A survey will be sent out in the Spring to everyone asking for input on priorities for these benefits.
 - Surveying/benchmarking peer institutions on Family Friendly benefits will take place.
 - They are also looking at things such as: tuition assistance, reduced health insurance rates for spouses, discounted tickets, discounted parking,discounted health or rec centers, increasing 401K contributions. Ideas should be sent to Ray Carney.

Suzanne Williams –Staff Assembly Update

- With President Bowles, budget issues were prominent – this year and next year will be difficult for us, but many states are worse off. NC is in the top 5% fiscally. NC does have significant income from tourism, though, which is down and may impact our budget further.
- 5% budget cuts – we should prepare that 5% is just the beginning. We will probably get bonus leave instead of money next year.
- President Bowles’ priorities are:
 1. UNC Tomorrow
 2. Campus Issues
 3. Alternative Growth Strategies
 4. Working with the new governor and new state legislature.
- On day two, Andy Willis, who has a current relationship with the state legislature talked about the topics of safety, faculty salaries, financial aid, and infrastructure. He noted there would probably be changes coming to the state health plan, due to its large deficit in funding. The Wellness and Blue Health programs have already been discontinued. There were no discussions of salary reductions, and cutting the work force would be the last resort.

Announcements by the Chair Elect – Kevin Bullard

- November 14, 3:30 – 4:45 PM (Alexander Room): Open Forum UNCG Mission/Vision
- November 14, 1-2PM (Joyner Room): Open Forum UNCG Mission/Vision
- December 5: UNCG Blue and Gold Day

Adjourn

The meeting was adjourned at 12:00 pm.

Respectfully submitted by Judy Guard, Secretary.

NEXT MEETING

Thursday, December 4, 10am – 12:00pm in EUC Alexander Room