



## ***Minutes of the Staff Council Meeting***

March 15, 2012

### **Representatives in Attendance**

Stephen Atkinson, Darren Chiott, Stephen Cochrane, Abby Coleman, Mary Graves, Bobby Jackson, Alex Johnston, Leslie Kamtman, Sarah Lawrence, Erik Salzwedel, Russell Scott, Nyambi Shannon, Elizabeth Spruill, Christia Thomason, Dolores Watson

### **I. Call to order**

Nyambi called to order the regular meeting of the UNCOSA Staff Council at 11:05am on March 15, 2012 in the Eisenberg Social Hall.

### **II. Approval of minutes**

Minutes of February meeting were approved (motion, Thomason; second, Watson) with CORRECTION (19 new employees in the past year; not 20).

### **III. “Getting to Know You”**

Jim DeCristo introduced **David Nelson, Provost**, to address the recent publicity about faculty salary and rank.

Following is a summary of points made:

A priority of Faculty Council this year was to revisit a conversation about faculty rank. The process has elicited positive, healthy dialogue. As a result, 96% participated; 96% of those voted in favor.

From the formation of the School, all faculty have been viewed in University of North Carolina as “instructor.” Instructors are limited at the lowest level/ceiling for salary. As an unintended consequence, we lose faculty to other institutions and we are non-competitive for attracting employees.

The current situation was comparable to SPA not being able to move from Contributing, Journey, Advanced. (aside, SPA banding was unfunded)

Ranking of all faculty (Professors, associate professors, assistants, etc.) will be a big project. Faculty Council considered a tenure track system and voted against it. UNCOSA will keep the current contract process. The ranking proposal has been approved by the University and has gone to the Board of Governors.

UNCOSA will implement a salary structure to complement the ranking system, but there is currently no funding for pay raises, contrary to the newspaper story.

The goal is to “right size” our salary structure. Staff is included in all discussions – consideration of equitable treatment for staff. This exercise has pointed out the disparity of all salaries at UNCOSA in comparison to other institutions.

Executive Council has received no signals of budget reversions or cuts.

We need to use all State funds budgeted for the current year.

### **IV. Committee Reports**

#### **a. Executive Committee –**

UNCOSA Residence Life is collecting canned food items from Feb. 20 – March 24, with a community drop off day on March 24. Talent Show fundraiser in Crawford Hall on March 23; Zumbathon from 10 – 12 on March 24.

## **Senate Bill 575**

President Ross has developed a draft of Guiding Principles for implementing a system of moving all employees under direct authority of the Board of Governors. HR has solicited feedback to collect and send to General Administration. Staff Council may want to respond as a body.

Legislature convenes in mid May, and could act then; they may choose not to consider it. There is still time to refine the Bill and the Guiding Principles

Staff Council could also provide feedback through UNC Staff Assembly. They will discuss and receive reports at the April 17 & 18 meeting.

### **b. Membership and Elections Committee**

**11<sup>th</sup> Annual Staff Council Outstanding Service Award** – Call for Nominations and formation of selection committee is going on now. Nominations accepted through March 30 at 5pm. “Celebration of Excellence” committee meeting is Friday, March 16, at which time a date will be set for the awards presentations.

Elections for Representatives and Alternates – call for nominations and elections for even-numbered districts (2,4,8,10,12) and for a few vacancies in districts 7 and 11 will be held in April.

Welcome letter and mug for one new employee – Derrick Atkins, Controller in the Financial Services Office (Admin Bldg, District 1)

### **c. Professional Development Committee**

**Workshops** will be posted in EFE. All are 2:00 – 3:00pm. Details to follow.  
There will be two Excel training opportunities - basic and advanced – in April  
April 17 – Juggling 101  
May 30 – PowerPoint  
June 26 – Turning Stress into Power

### **d. Social Events and Community Service Committee**

Staff Council **Chili Cook-off** raised \$268 for Sunnyside Ministries.

**DASH** – UNCSA Family and Friends Night at the DASH. Details in EFE.

**Total Value \$34 OUR PRICE \$7.50 per person**

Below is the UNCSA Friends & Family schedule for 2012:

- May 19<sup>th</sup>
- June 9<sup>th</sup>
- June 30<sup>th</sup>
- August 4<sup>th</sup>

Contact Vickie Berry at [berryv@uncsa.edu](mailto:berryv@uncsa.edu) or X3368

## **V. Old Business**

- a. In addressing **morale**, a survey to all staff members had been suggested. Discussion summary: There are concerns about the effectiveness of a survey. We should create a task force to formulate questions. Elizabeth offered to spearhead and solicit ideas and comments. What do we do with the answers? We need endorsement from the top to know where comments will go. Staff leadership will collaborate with EC prior to formulating survey. Jim offered to setup two

meetings – the prior plan and the question suggestion planning. Mary Graves and Elizabeth Spruill volunteered for task force.

- b. Leslie addressed the idea brought up last month for an **Ombuds Office**, like the one at Chapel Hill; it affords employees confidential, impartial sounding board, information and feedback. They can help address situations for the good of all without singling out the originator. Leslie will send out link. Topics dealt with include conflict, interpersonal, harassment, etc. The reality is that we probably can't do this here, but there may be opportunities to partner with an off-site ombuds office like WSSU.
- c. Faculty Evaluations are conducted for senior administration and deans as a requirement of SACS. Faculty Council has been evaluating, but sees a need for campus-wide evaluations involving staff, especially when evaluating positions like the Chief Operating Officer, which interacts/works much less with faculty. Staff Council could use the format already created by Faculty Council. FC is already working to revise the forms for campus-wide evaluations. **Staff Council voted to prepare and conduct an evaluation of the Chief Operating Officer (motion, Kamtman; second, Thomason)**

## **VI. New Business**

- a. **Campus Development Committee** is seeking volunteers. This committee advises on physical development of the campus. There is a voting member slot for Staff Council. Initiated by Faculty Council, the staff seat gives a voice to staff. Some voiced a concern that this committee reports to Faculty Council. Leslie will publish this call for those not attending.

## **VII. ADJOURNMENT 11:59am**

*submitted by: Erik J. Salzwedel, secretary*