



# UNIVERSITY OF NORTH CAROLINA SCHOOL *of the* ARTS

## Staff Council

*The mission of the Staff Council is to foster a positive and respectful working environment by advocating for the interests and concerns of each staff member.*

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Dear Board of Trustees,

The UNCSA Staff Council members and its constituents have enjoyed a great year under the leadership of Chancellor Lindsay Bierman. His views on leadership have been encouraging. He has given staff members the feeling that their voice is heard and their work is meaningful on every level of employment. He has mentioned the development of a leadership institute for staff members to receive training and guidance on their career paths. If there is any way to fund this initiative and to support its growth, we deeply hope you will support the venture in any way possible. UNCG and several other UNC campuses already have similar programs that are very successful. A leadership institute at UNCSA would strengthen the work in all departments and would have a truly positive effect on employee morale.

During the 2014-2015 fiscal year, Staff Council has focused its efforts on various opportunities for encouragement and recognition of campus employees.

*Staff Council Executive Committee Initiatives:* Chaired by Patsy Seiler

- **Pickle Pride Awards** – Staff members were asked to encourage each other by nominating their peers for an award throughout the year for going above and beyond their normal duties and hours to be helpful to each other, to support their departmental team, and to lift morale across the campus.
- **Work Anniversary Shout Outs** - In an effort to assist in peer encouragement, it was announced that a list would be provided on each month's meeting agenda, listing those employees who reached their work anniversaries during that month. The campus recognizes these work achievements on an annual basis but this list would enable employees to say thank you to each other in a timely fashion.
- **Thanksgiving Notecards** – In November, each staff council representative was required to write one thank you note to someone who makes it easier for them to do their job well on a daily basis. Then they each took a blank notecard with them to give to someone else in their department. There were many reports later of surprised employees who were very thankful to receive the kind notes of praise.

- **2014 Benchmark Work Anniversary Cupcakes** – Based on the list provided to the department of Human Resources in January, staff council prepared a cupcake gift for each employee who had reached their 5, 10, 15...etc. years work anniversary.
- **2015 Benchmark Work Anniversary Tokens** – Based on employment data provided by the department of Human Resources, staff council prepared a small token of appreciation to present to each person reaching their 5, 10, 15...etc. years work anniversary, during the quarter of that anniversary.

*Community Service and Sustainability Committee Initiatives:* Chaired by Jamie Moore

- **Big Brothers Big Sisters** - School supply donations were collected beginning in August and continued throughout the year to assist the BBBS organization.
- **Big Sweep- Oct. 4th** - Traditionally a waterway cleanup, Jamie proposed getting a group together to clean the stream through campus and pick up litter on campus and its boundaries.
- **Community Roots Day- Oct 25th**- Tree planting event in the Belle View Park community. Community volunteers planted 350 trees in deserving neighborhoods.
- **Veterans Day** – Fifteen campus employees (faculty and staff) and students were invited to enjoy a free lunch supplied by staff council and to share memories and experiences in Hanes 301 during lunch. Ten faculty and staff members shared the meal together and several students expressed their thanks for the free meal. Campus Police worked to solicit reserved parking spaces for the use of campus veterans for the day. Signs with balloons were posted near these spaces to indicate their honored recipient. Recipients remarked on how much they appreciated the recognition and being introduced to other veterans through the event.
- **Odd Fellows Cemetery Clean Up - March 21<sup>st</sup>** – UNCSA volunteers assisted the Professional Grounds Society in cleaning up this historical property.
- **Pickle Pantry** - Throughout the year staff members were encouraged to make donations to feed hungry students.

*Membership and Elections Committee Initiatives:* Chaired by Mary Graves

- **New staff member welcome and gifts** - each was welcomed via email and introduced during a staff council meeting, then given a handmade UNCSA coffee mug, created by Suzanna Watkins.
- **Outstanding Staff Member Awards** – Over 50 staff award nominations were submitted for 2 awards, which were presented in March. The Professional Excellence Award was presented to Diane Millette (with 20 years of service in the facilities management department). The Community Service Award was presented to Laurel Banks (responsible for the Pickle Pantry among other community efforts). The awards were presented at the

All School Staff Meeting in March by David Powers (Board of Governors member) and Chancellor Bierman.

- **Elections for 2015-2016 Representatives and Officers**

*Professional Development Committee:* Chaired by Leslie Kamtman

- “**Lunch and Learn**” workshops to members of the campus community. Workshop presentations vary in topics such as Excel and Access for beginners and advanced learners taught by Sarah Lawrence.

*Special Events Committee:* Chaired by Jackie Riffle

- **\$5 lunch Thursdays** with Hanes 301 reserved for Staff Members to dine together
- **1<sup>st</sup> Thursday** gatherings with faculty and staff members at various local dining establishments, but kicked off with a cocktail reception at the Winston Museum on October 2<sup>nd</sup> in support of the This School, This City display focusing on the city’s involvement with UNCSA.
- **October 31<sup>st</sup> Employee Appreciation Day** events included a lovely breakfast buffet and lunch buffet, pumpkin carving contest, tote bag painting contest, raffle, cake walk contest and entertainment by the students involved in the Guys and Dolls production.
- **December 4<sup>th</sup> – Sugar Plum Fairy Baking Competition** – The winner was Erin Miller.
- **December 18<sup>th</sup> Holiday Potluck Luncheon** featured sing along karaoke style entertainment. Joseph Roberts sang several prepared songs as a highlight of the entertainment.
- **A Warm Welcome to 2015** - The January Staff Council meeting featured hot cider, hot chocolate and cookies during the meeting.
- **February 14<sup>th</sup>** – All campus employees (staff, faculty and administration) received Happy Valentines Cards with chocolate candy from the staff council.
- **February 26<sup>th</sup> – Retirement Party** for Diane Millette

*UNC Staff Assembly Involvement and Support:*

Staff Council Chair Patsy Seiler also served as the chair of the Staff Assembly Communications Committee and Executive Committee. As such, each monthly meeting included updates on statewide issues and developments. These issues included:

- State Salary Raises for SPA employees in August 2014
- Health Benefits for same sex spouses beginning in October 2014
- Possible Emeritus status benefits for retired staff employees
- President Tom Ross’s resignation
- Adverse Weather Policy updates
- February 23<sup>rd</sup> – The UNC Staff Assembly was hosted on the UNCSA campus for an assembly meeting, a campus tour and a catered dinner, featuring Matt Brody, from GA.
- Closing of 3 campus centers, located at NCCU, one at ECU, and UNC-CH

- Chancellor's Cup Golf Tournament – The tournament was held at ECU. UNCSCA was represented by a team composed of Scott McBride, Dakota Logan, Jordan Johnson and Adam Harger. Our team came in 10<sup>th</sup> out of 24 teams. WSSU's team won the tournament.
- Janet B Royster Memorial Scholarships will be available to fund UNC staff employee applicants for the first time in fall 2015.

Lastly, I would like to offer a big thank you to members of Staff Council who worked tirelessly to move this year's agenda forward. Members of the Staff Council Executive Committee include Nakita Green, Edwin Martinat, Jackie Riffle, Jamie Moore, Mary Graves, Leslie Kamtman, and Dolores Watson, ex-officio. Other staff members who continue to provide support include Sarah Lawrence, Angela Tuttle, Joe Rick, and Suzanna Watkins. Finally, I would like to say a huge thank you to Rob King and the Board of Trustees for their support in approving a small budget to support Staff Council activities throughout the year. George Burnette and Joan Roggenkamp have been wonderful in their support of processing these funds, making it possible for these events to take place. It is greatly appreciated!

As Staff Council Chair, it has been my joy to have the opportunity to remind my fellow staff members that their lives are uniquely valuable and their time at UNCSCA is deeply appreciated. The vast majority of UNCSCA's staff members are also artists in one field or another. Their passion for the mission of UNCSCA makes them a remarkably rich work force for this campus. Thank you for the opportunity to serve you and the University of North Carolina School of the Arts.

Respectfully submitted,

A handwritten signature in cursive script that reads "Patsy Seiler".

Patsy Seiler  
Staff Council Chair