

# MINUTES

## UNCSA Staff Council

November 21, 2019

11 a.m. – noon in **Gary A. Cobb Training Room in the Police Department**

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11:00 – 11:05 a.m. **Welcome & Introduction** – Elizabeth White

Call to order 11:01am

**Welcome New Employees** – Kathryn Rowe

Nadiyah Quander

Ronee Walker-Wilson

Gloria Gomez

Polly Thota

**Call for Meeting minute approval** – Heather Lathrop

Matt motioned, Marissa seconded, all in favor, none opposed, no abstentions, motion passes.

The October Minutes are passed as written.

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11:05 – 11:15 a.m. **Staff Assembly Discussion** – Elizabeth White, Sharon Fogarty, & Matt Horvat

- November assembly, update will be addressed by Jim DeCristo, and HR updates by Angela Mahoney  
Kicked off by UNC System Presidential search. Had BOG at search, Darrell, Allison, which is unusual at Staff Assembly. A campus email was sent and included links for surveys that there are three different. They are seeing a broad base of input, which differed from previous presidential searches.
  - Elections, Dawn Brown, was staff chair that did a lot of advocating for the staff. Garret Killian was elected chair. He was quoted in The Reflector about how we need equal pay with other state agencies. He wants to build a stronger archive of staff assembly information on staff assembly website.
  - <https://myapps.northcarolina.edu/staffassembly>
  - Golf tournament – planning is starting. The tournament funds staff scholarships
  - Matt Horvat elected Secretary of Staff Assembly, next two years – CONGRATULATIONS, MATT!
  - Adverse weather, OSHR isn't actively advocating change to the policy. Policy needs to change. If you call your state house and senate rep, they call the UNC rep, who will emphasize how legislature can change the policy.
  - Sharon—vibe from Staff Assembly, the state is on our side. Matt Brody is a good supporter for our staff
  - Brought up at Staff Assembly was compensation and how 20% cap promotes high turnover. If your previous job is posted at a higher rate after you leave, after you didn't get a raise, please ask why this happened. You might not like what you hear, but it's still important to speak up. At least they can talk to you about if *they* were stuck about the 20% cap.  
A lot of HR decisions that are not controlled by the system office, but are at the campus level
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11:15 – 11:25 a.m. **Employee Appreciation Discussion** – Elizabeth White / Matt Horvat

- Tried something different with week-long rather than one event. Heard mostly positive feedback. But welcome further feedback
  - Committee will keep meeting
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- More holistic approach throughout the year
  - Glad to have the turnout we had and thankful for all the volunteers we had
  - Marissa—only able to attend the lunch and had to prioritize. Made me feel slightly stressed because I wanted to go to the other events to support the work everyone did but I couldn't. I feel like having more things people could choose was great but it was also overwhelming
  - Anna: district 5 summary.

**Pickle Pantry Success** – Laurel Donley

- At least 7-8 wagons full of awesome donations
  - The Pickle Pantry helps students (about 35 approved to use it on campus) that have food insecurities.
  - Would love other departments to come help. They fill on Wednesdays at lunch time. Takes less than 30 minutes to fill them.
  - Friday, students have an opportunity to help their peers to donate their guest meals through our Allen Carnes Bread Basket Program. – follow up with success of that.
  - Interested in volunteering, email Laurel
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**11:25 – 11:30 a.m. Holiday Potluck** – Amber Russell

- December 17<sup>th</sup>
  - Sign up via MySA to bring food & to be a live musician
  - Would love live music from employees
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**11:30 – 11:40 a.m. State Budget & Searches Updates** – Jim DeCristo

- We do not have a state budget and state legislature adjourned and won't come back until January.
- House bill 966, passed, gov vetoed, house overrode it but waiting on senate
- Stevens Center funding was used as a bargaining chip
- \$80 million for repair renovation, should guarantee us about \$ 2 million for repairs
- Included a lot of policy changes that include flexibility
- Bad news—salary side; university system and community colleges only 0.5% and 1% raise if budget passed. Not a good place for us. Because of that, there was a mini budget bill passed 2% and 2% that gets us closer to what we hoped people could get, but that was also vetoed. Only enacted if original budget bill passed.
- Everything is in limbo right now.
- Would expect things to be retroactive because they've already set aside the money, and things like annual bonus leave continue
- Made a little progress with supplemental bill; can't do technical corrections until you have a budget

Sharon—if raises do get passed, is it guaranteed retroactive? Nothing is JDC—no opportunity to get new money, but we continue to get money we got last year and locked in to that FY 19 budget. Not about getting supported, it's about getting the budget override.

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- Search updates – started on both; listening forums finished. Will start statement. Hired consultant search firm (Buffkin/Baker) very knowledgeable of UNCSA. We hope that as 2020 starts, we have the ball moving and can finalize someone by perhaps May.
  - Provost search meeting in December, optimum Chancellor have input on their provost, but we never know how that happens.
  - Goal to have both take office July 1.
  - Beginning of Film Dean search have begun
  - In all cases there is a lot of work ahead of us but we are moving forward
- EW—chancellors search webpage is up, there is a “share your thoughts” button that goes straight to search firm. Share your thoughts. If we don’t get leadership statement right then we don’t get the right person
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**11:40 – 11:50 a.m. Committee Reports**

Community Service – Ramona Richmond, chair

- Laurel Donley spoke. Doing a scarf, hat, & glove drive going with the pot luck. Something going for January, February possibly habitat restore

HR Update & Professional Development – Marquetta Smith

- Kemora is back! Leave reports questions go to her
- Christina Winters is leaving, temp questions go to her
- New benefits manger, Keyona McNeill starts December 1<sup>st</sup>
- For Professional Development, had 13 trainings by HR, 340 total participants – if your department is offering any, let us know

Campus Development Committee—Marissa McCullough

- Interested in having an alternate
  - Things working on (included with Chief) parking, parking policies, A.L.I.C.E. training and effectiveness, making master plan of campus and assessing areas of weakness/strengths
  - How staff can be represented instead of just being told what is happening
  - Brought up—accessibility (and signage) \_\_reach out to volunteer to help
  - EW—does this also help with speakers and sirens for emergencies?
  - Brinkley—need new technology and system, need to get estimates. Feature testing is direct call could use in some situations to
  - [muculloughm@uncsa.edu](mailto:muculloughm@uncsa.edu)
  - Meets once a month on 4<sup>th</sup> Wednesday
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**11:50 – 11:55 a.m. Other announcements – Elizabeth White**

Call for topics

- If you get a request for artists, student artists: Rebecca Nussbaum said it was not easy to manage and basically UNCSA said it’s up to the individual. Can send them to Sharon Fogarty and they’ll filter it
  - Propose get admin best practices team together with IT to help
  - Anna—IT asks for software we use.
  - If there’s a software you want, come to IT and ask for it
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- Marissa—we should invite the head of IT to come talk to us about what they offer and what is available to us.

Any business from the districts

Standing Ovations

Communication - Elizabeth White

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**11:55 - noon**

**Closing Remarks - Elizabeth White**

**Next meeting: Thursday, January 16<sup>th</sup>, 2020 at 11:00 a.m. in Gary A. Cobb Training Room.**

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\*Draft meeting minutes will be emailed to the representatives and alternates to inform co-workers and to facilitate communication. Approved minutes will be posted on the Staff Council website.