

NORTH CAROLINA STATE UNIVERSITY-approved version
Staff Senate Meeting
Faculty Senate Chambers, DH Hill Library
Wednesday April 4, 2007

Attending: Valerie Ball, Jon Barnwell, Gwen Bell, JC Boykin, Tracy Brown, Barbara Carroll, Randy Colby, Judith Daniels, Kathy Fuller, Pat Gaddy, Joe Gulick, Dr. Marcia Gumpertz, Nicole Harrell Wood, Cathy Harvey, Mark Haven, Michelle Healey, Willie Healy, Pat Hill, Miriam Hines, Carol Horne, Cheryl Howard, Debbie Hunt, Thomas Hunter, Carrie Levow, Felicia Mangum, Laura Massengill, Ginger McGlamery, Jannette Mina, Marty Moody, Bill Piper, Patty Routh, Jean Sigmon, Patty Spears, Melanie Storey, Lee Thayne, Brendan Thompson, Elbert Turner, Corrinna Watkins, Melissa Watkins, Gail Willis, Sandee Zechman, Kimberly Zugay

Absent: Kay Anderson, Bob Brinson, Chastity Buehring, Debbie Douglas, Janet Harris, DJ Lane, Todd Marcks, Sara Reese, Carlos Sanford, Brenda Shelton, E'very Ware

Guests: Chad Austin, News Services; Terree Kuiper, Kathy Lambert, Deborah Wright, Human Resources; Frances Milks, Chancellors Office; Jack Moorman, Environmental Health and Public Safety; Sheri Schwab, College of Agriculture and Life Sciences

Call to Order: The 9th meeting of the 13th session was called to order at 10:00am.

Roll Call: A roll call was performed by Laura Massengill to ensure accurate attendance records. The Chair welcomed Ex-Officio members and guests to the meeting.

Approval of March 7, 2007 Meeting Minutes: The minutes were unanimously approved as written.

Guest Speaker: Mike Harwood and Tom Skolnicki, University Architects Office

Mr. Harwood expressed gratitude for the opportunity to present updates of the Physical Master Plan and thanked the campus community members who participated in task forces that helped shape this present plan. He distributed hard copies of a summary of updates to the original plan and a calendar with campus locale photographs. He expressed his belief in the beauty of this campus and thanked staff members for their tremendous input and beautification efforts.

Mr. Harwood defined the Master Plan as a decision-making tool for implementing change based on a shared vision. The neighborhood path concept includes numerous campus open spaces being connected by pedestrian paths throughout the 2,200 campus acres. The update process included an advisory team of staff, students and faculty, workshops with more than 200 participants that generated nearly 1,200 comments and numerous task forces that transformed ideas into recommendations. He reviewed the five main impact issues, which shaped the physical plan updates: transportation, enrollment increases, capital plan funds and projects, campus aesthetics, and sustainability. He also reviewed the project's guiding principles and commitment to campus betterment.

He encouraged campus community members to review the physical master plan at http://www.ncsu.edu/facilities/physical_master_plan/index.htm.

Mr. Harwood opened the floor to questions.

A request for project updates was made:

- Randall B. Terry Teaching Hospital – ground-breaking possible in Fall 2008. Awaiting legislative funding decision this summer; estimated 70 million dollar price tag.
- JB Hunt Library on Centennial Campus – partnership with University Libraries and the Institute for Emerging Issues. Hoping to obtain legislative funding, two-year design period for this estimated 114 million dollar facility.

- Development on Centennial Campus – construction slated to begin on Engineering 3 in Summer 2008; includes turf improvement project and oval. Development of oval is a 2-stage construction project to begin following completion of Engineering 3.

A query was raised about plans for a new substation on Blue Ridge Road; unknown timeline due to necessary input by Progress Energy but possibly within 2 years.

A timely plea was raised to maintain the hardwoods growing near the Vet School's parking deck; Mr. Harwood and Mr. Skolnicki have a scheduled tour of this area tomorrow with the design team and college dean.

A query was raised about the completion of Main Campus Drive to Centennial Middle School; construction will be underway Fall 2008 into Winter 2009.

A query was raised whether the renovation of the 1911 Building includes ramps and handicapped access; there will be access ramps at the west and east ends of the building allowing for smooth pedestrian flow through the building. A secondary query was raised about access through 1911 Building; this building will be an accessible pedestrian corridor between the Brickyard and Court of North Carolina.

A query was raised about accessibility in Biltmore Hall; there are no definitive plans at this time for this "multi-million dollar fix". A secondary query was raised about pedestrian complex plans for Jordan Hall complex; this proposal has no definitive plans at this time.

Mr. Harwood acknowledged construction of a pedestrian tunnel under Western Boulevard is being considered.

Mr. Harwood again expressed gratitude for the opportunity to update Senate members on the Physical Master Plan. He reiterated his appreciation to staff members who worked on and contributed to this project.

Budget Report: Corrinna Watkins, Executive Assistant

Ms. Watkins reported a balance of \$5,284.22.

Administrative Report: Barbara Carroll, Associate Vice Chancellor of Human Resources

Ms. Carroll reported that UNC System President Erskine Bowles has decided not to pursue, at this point, the PACE recommendation to establish a University personnel system independent from the State Personnel system. Instead, President Bowles proposed legislation that would establish a committee to make specific recommendations for more University flexibility within the State Personnel system. The formation of the committee would include various constituencies for broad representation, including chancellors, HR & financial professionals, SPA staff, and EPA managers. In response to a query, Ms. Carroll said that President Bowles wants to thoroughly consider more in-house solutions, and the establishment & report of this committee could be within the year.

Deborah Wright, HR's director of Classification & Compensation, gave an update of the career banding process. Banding for positions that received prior legislative approval to be banded is being implemented or has been completed. There is a current legislative barrier for any additional positions to begin the banding process. Administrative Support positions were banded in the Fall 2006. There is no new funding from the State to implement market adjustments; so employing units are responsible for making any mandatory increases, and may make additional market-based adjustments if resources are available. There was a request that individual letters be sent to each banded employee to explain their particular band and level. Employees with questions or concerns about career banding were encouraged to contact Ms. Wright at 515-4290 or deborah_wright@ncsu.edu.

Director of Employment Services Kathy Lambert announced that the implementation of background checks for new hires is working well thus far. Current employees who seek campus job transfers will also be subject to a background check. Employees with suggestions or questions were encouraged to contact Ms. Lambert at 515-4277 or kathy_lambert@ncsu.edu.

Committee Reports:

Chair:

The Chair attended the annual meeting of UNC System Staff Senate Chairs in Greensboro on March 8th. He reported discussions about implementation of new PACE initiatives and possible changes to the personnel system; 4 of 16 Chairs recommended not changing the existing system, 12 of 16 Chairs recommended changing the system.

On March 15th and 16th the Chair attended the Board of Governor's meeting in Greenville. It was reported UNC System President Erskine Bowles will ask legislators to form a committee to review and recommend changes to employee benefits. Appointees by President Bowles, Chancellors, Legislators, UNC System Staff Assembly and Office of State Personnel would form the committee.

The Chair attended East Carolina University's centennial birthday event.

The Chair participated in the March 9th UNC System video conference.

The Chair attended the March 12th University Budget Advisory Committee meeting, the March 26th University Council meeting, the March 28th NCSU PACE Advisory Committee meeting, the March 29th CHASS luncheon, and the March 30th Board of Visitors meeting.

The Chair reviewed the formation of the PACE committee, its mission and some of the study's findings. The goal was to carefully review processes to see if more efficient or more effective means are possible. All monetary savings from PACE initiatives are applied back to core functions (teaching) at that University. NCSU is spearheading implementation of measures to conserve energy, measures to reduce building and landscaping costs and review of Human Resources functions for efficiency and effectiveness. He reported NCSU is setting the standards that other system campuses will follow. He noted two issues of considerable interest: how to reduce employee turnover and its prohibitive costs and whether job classifications and salary ranges will be aligned with peer institutions. In response to a query, the Chair stated that the Staff Assembly will monitor UNC System efforts to increase employee perks/benefits and changes in the retirement formula.

Vice Chair:

There was an Issue of Concern received regarding questions in the prescription drug plan that was forwarded to the Human Resources committee for review and response. A suggestion for changing the computer loan program was forwarded to the Chair of the Resources and Environment Committee.

Chair Elect:

The Chair Elect announced the annual retreat will be held Thursday June 7th. Kevin Rice, NCSU Human Resources, will be the facilitator. The monthly Staff Senate meeting will be held on this date.

Governance:

The election is underway. Committee members will compile the nomination responses, contact the nominees and soon begin composition of the election ballot.

Committee members have begun a review of the by-laws as they pertain to the attendance policy and removal from office. Our current by-laws do follow Roberts Rules of Order.

Human Resources:

There was no report given.

Diversity:

Committee members are working on developing a staff survey about campus diversity training. Numerous staff training opportunities are available. Training descriptions and schedules can be found at www.ncsu.edu/diversity.

There were numerous events during Women's Week, March 16th through 23rd. The NPR report and interview of "comfort women" can be viewed at www.thestory.org.

The University-Brotherhood Lecture will be held tomorrow, 1:00pm at the McKimmon Center. Former NCSU Associate Provost and Math Professor Dr. Lawrence Clark is the guest speaker. This event is free and open to the public.

There are daily events planned for the upcoming Islamic Awareness Week, April 9th through 13th. The College of Veterinary Medicine is holding an Islamic Awareness Luncheon. Those interested in attending were asked to contact Valerie Ball.

There is a LGBT Legislative update meeting today from 12:00-1:00pm in Talley Student Center. Ian Palmquist, Executive Director of Equality NC, will be the guest speaker.

Public Relations:

Committee members are focusing efforts and assisting the Chair Elect with planning the June 7th retreat.

Resources and Environment:

The committee will meet today and review some recently received computer loan applications. Jim Hansen, Assistant Director of Materials, has donated storage space for the computer loan equipment.

Legislative Liaison:

The committee will meet today and resume efforts to schedule legislators to attend round table discussions.

Old Senate Business:

The recent Bulletin front page article about the Staff Senate misquoted a Senate member, resulting in negative inflammatory responses to her. She was advised to contact Benny Benton who attended last month's meeting and is the likely author of the article.

New Senate Business:

A recently received Issue of Concern regarding pedestrian safety at Riddick parking lot was referred to the Resources and Environment Committee for review and response.

Announcements:

University Housing's Dr. Tim Luckadoo will be the guest speaker at the May 2nd meeting.

The Department of Registration and Records is now handling non-matriculated students who are taking credit courses (formerly Credit Programs and Summer Sessions),

NCSU Human Resources is beginning work on a staff well-being survey.

NCSU Operations is currently providing transportation for early shift workers who utilize the Centennial Campus park-and-ride option. Early shift employees are encouraged to try this commuter option during the current two-month trial period which is assessing need and usage.

The Chair read aloud a letter from a former Senator regarding discrepancies in enforcement of the attendance policy and removal from office from last year to this year.

Remarks:

There were no remarks.

Adjournment:

The 9th meeting of the 13th session was adjourned at 11:37am.

Next Staff Senate Meeting:

Wednesday May 2, 2007
10:00am-12:00pm
Faculty Senate Chambers
DH Hill Library

Next Executive Committee Meeting:

Wednesday April 18, 2007
10:00am-12:00pm
Room 301, Admin Services III

Submitted by: Judith Strickland, Administrative Secretary
Laura Massengill, Secretary of 2006-2007 Staff Senate