

NORTH CAROLINA STATE UNIVERSITY-approved version
Staff Senate Meeting
Faculty Senate Chambers, DH Hill Library
Wednesday June 7, 2007

Present: Kay Anderson, Valerie Ball, Jon Barnwell, Gwen Bell, JC Boykin, Tracy Brown, Chastity Buehring, Barbara Carroll, Judith Daniels, Pat Gaddy, Joe Gulick, Dr. Marcia Gumpertz, Cathy Harvey, Mark Haven, Michelle Healey, Miriam Hines, Carol Horne, Cheryl Howard, Thomas Hunter, DJ Lane, Carrie Levow, Todd Marcks, Laura Massengill, Ginger McGlamery, Marty Moody, Bill Piper, Patty Routh, Brenda Shelton, Jean Sigmon, Patty Spears, Melanie Storey, Lee Thayne, Brendan Thompson, E'very Ware, Corrinna Watkins, Melissa Watkins, Gail Willis, Nicole Harrell Wood, Sandee Zechman, Kimberly Zugay

Absent: Bob Brinson, Randy Colby, Debbie Douglas, Kathy Fuller, Janet Harris, Willie Healy, Pat Hill, Debbie Hunt, Felicia Mangum, Sara Reese, Elbert Turner

Guests: Melissa Godwin, University Planning and Analysis; Lauren Gregg and David Hunt, News Services; Terree Kuiper, Human Resources; Frances Milks, Chancellors Office; Jack Moorman, Environmental Health and Public Safety; and Sheri Schwab, CALS Personnel.

Call to Order: The 11th 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.

Guest Speaker: Dr. Nancy Whelchel, University Planning and Analysis

Dr. Whelchel expressed gratitude for the opportunity to address the Staff Senate with details of the upcoming Staff Survey. She began her presentation with a brief overview of the project's history that includes other campus climate surveys and the main objective of gauging employee satisfaction. The Staff Survey has four objectives: to assess staff well-being and identify noteworthy sub-group variations; identify strengths and challenges in programs/services/policies and the general campus climate to help campus leaders more effectively promote staff well-being; identify new or previously unmet staff needs and provide data to suggest directions for the allocation of limited resources to valued/preferred areas impacting staff well-being.

All aspects of the survey are being guided by an advisory committee composed of twenty members; of which three are current Staff Senate members and two are past Staff Senate Chairs. This advisory committee's main job is to serve as liaison between constituents and the survey group. It will compose the survey draft(s), among a list of other tasks. The project timeline has the survey administered in February/March 2008. The survey framework includes these topics: performance evaluation, working relationships, leadership and supervision, professional development and training, diversity/multiculturalism, campus infrastructure, salary and benefits, work/life balance, recreation and wellness, mission and vision, work activities, organizational efficiency and service, and overall satisfaction and engagement. The survey framework will include the recurring themes of employee respect, fairness, communication, involvement and empowerment, and recognition and rewards. Dr. Whelchel discussed the importance of staff involvement in every aspect of this survey and deems the Staff Senate critical in helping promote survey participation. She invited Senate members to give input of the survey framework and encouraged them to communicate with constituents about it.

She opened the floor to queries or survey suggestions.

A query regarding whether staff members will be given release time to complete the survey (estimated at 45-60 minutes) will be investigated.

A query was raised about not including new hires in the survey; logistics, lengthening and re-wording the survey were cited as reasons to exclude those employees hired less than six months ago.

A query was raised about the results of the recent faculty survey; in sum, 75% of respondents cited work-life balance and salary and benefits issues. 55% of respondents felt well-paid in their departments yet dissatisfied with comparisons of peer institutions.

Approval of May 2, 2007 Meeting Minutes: The minutes were approved with one correction

Budget Report: JC Boykin, Staff Senate Chair

Mr. Boykin reported a balance of \$3,691.10; retreat costs have not yet posted to this budget.

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

Ms. Carroll had a short report due to the non-finalized budget status. Unless the budget is finalized soon, it will be extremely difficult to get salary increases included in the July paycheck. She reported the Office of State Personnel did make an official request to resume career banding. She will provide an update when available. She encouraged staff to contact their local legislators to request their support of state employee salary increases and better benefits.

She opened the floor to questions or comments.

There was a query for an update to capital budget projects; she reported that so far, there are no final decisions regarding any monetary allocation for the Hunt Library or Terry Companion Animal Hospital.

There was a query about the status of the PACE Study; she reported that there is proposed legislation to form a committee for additional review of the study's HR-related findings and that input from staff members before initiatives are put into place is deemed important.

There have been positive results from the implementation of background checks; 95% of checks have been uneventful.

Committee Reports:

Chair:

The Chair reported a slowdown of meetings and events held during the past month. He mentioned numerous campus construction projects impacting and inconveniencing campus community members will continue throughout the summer months.

The Chair highlighted current legislative budget discussions regarding state employee pay raises; likely pay increases will fall between the 2.5% favored by the Governor and the House and the 4.25% recommended by the Appropriations Committee.

The Chair read aloud the charge of the ad hoc committee formed on May 16th to review and recommend to the Executive Committee any changes to the by-laws in nine areas. Committee members are Kathy Fuller, Tom Hunter, Carrie Levow, Laura Massengill, Corinda Watkins, Melissa Watkins and it chaired by Gail Willis. The issue of electronic balloting was not included in this charge but shall be investigated at a later date.

Each district's Senator and Alternate seats will be assigned a physical number for distinction purposes to aid in determining election eligibility and historical preservation.

Vice Chair:

There was no report given.

Chair Elect:

The Chair Elect gave a review of the upcoming Staff Senate retreat, scheduled for Tuesday July 10th from 8:00am through 4:00pm at the McKimmon Center. The July monthly meeting will be held during the retreat. Kevin Rice will facilitate, JC Boykin will report on the UNC System Staff Assembly and Barbara Carroll will give opening remarks. Senate members were reminded to return their committee preference forms.

Governance:

The election for District 14B is near completion; ballots will be counted this week.

Human Resources:

The Committee Chair is serving on the staff Climate and Well-Being Survey committee as mentioned earlier by Dr. Whelchel; this survey will target SPA and non-faculty EPA staff members. Anyone interested in reviewing the recent Faculty Climate and Well-Being Survey may do so at: www2.acs.ncsu.edu/upa/survey/faculty. Suggestions for additional topics are welcome and may be addressed to Michelle Healy (mmhealy@ncsu.edu).

Committee members reviewed the information shared by Terree Kuiper regarding partner benefits at peer institutions. UNC Chapel Hill & UNC Wilmington appears to have more partner benefits for staff; there was discussion regarding pursuing NCSU mirroring these two institutions. Staff input regarding partner benefits should be included in the climate survey. Cooperation and support from the GIBC Committee would be necessary to pursue this effort.

Diversity:

Committee members have finished composition of a diversity training survey for staff members. Dr. Whelchel has agreed to review it in preparation for distribution at the July 10th retreat.

Committee members discussed the content of the annual committee report, reviewed their past and upcoming participation in campus events and ways to continue goal achieving during the remainder of this session.

The Women's Professional Development Conference will be held June 8th at the McKimmon Center. There is still space available for walk-ins.

The Committee Chair reported the participation of Wake County delegates Ty Harrell, Linda Coleman, Linda Weiss and Deborah Ross at last night's SEANC annual meeting. Of noteworthy discussion were mental health and health care issues. She emphasized the importance of contacting legislative representatives and thanking them for their past efforts to increase pay and benefits for state employees and encourage them to continue supporting legislative that is beneficial to state employees.

Public Relations:

Committee members researched last month's suggestion by E'very Ware for the Staff Senate to annually sponsor a group for the Race for the Cure. An ad hoc committee will be formed each February to coordinate sponsorship efforts for event participation.

Committee members are in the midst of planning the Open Forum.

Committee members finalized the printing particulars for the revised Staff Senate brochure.

Discussions were held about retreat attendance and possible nominees for the upcoming sessions' leadership positions.

Resources and Environment:

There are eight computers currently on loan; the Committee Chair encouraged Senate members to advertise the Computer Loan Program to their constituents.

A thank you letter has been sent to Jim Hansen for arranging free storage space for computer loan program equipment.

Legislative Liaison:

Committee members participated in the May 8th SEANC MAT day at the General Assembly. They composed a salary inequity chart that highlighted state employee pay raises that have done little to keep up with annual inflation rates. They also composed a chart that highlighted the amount of raise differences of state employees versus state teachers from 1990 to the present. Both Appropriations Committees were targeted in order to emphasize the importance of a large pay raise for state employees to all legislators. Budget discussions are continuing; thus far NCSU has fared well with Senate discussions. Andy Willis continues to be a crucial and supportive ally of NCSU with his position in the UNC System Administration.

Senator Vernon Malone will attend the next round table discussion. It will be scheduled with accordance to his calendar.

Old Senate Business:

There was no old Senate business discussed.

New Senate Business:

There was no new Senate business discussed.

Announcements:

Committee end-of-year reports are due to Gail Willis by 5:00pm June 22nd.

It was reported that 75% of positions at NCSU have been banded. The Office of State Personnel remains supportive of completing the banding process, however banding of remaining positions can not proceed with legislative approval. Human Resources personnel are able to assist with questions from employees who have been banded. For banding schedules, process information, FAQ go to <http://www.fis.ncsu.edu/hr/classcomp/cband.asp>.

Remarks:

There were no remarks.

Adjournment:

The 11th meeting of the 13th session was adjourned at 11:15am.

Next Staff Senate Meeting:

Tuesday July 10, 2007
8:45am-10:00am
McKimmon Center

Next Executive Committee Meeting:

Wednesday June 21, 2007
10:00am-12:00pm
Room 1115, Admin Services I Building

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