

NORTH CAROLINA STATE UNIVERSTIY – approved version
Staff Senate Meeting
Faculty Senate Chambers, DH Hill Library
Wednesday, April 2, 2008

Present: Kay Anderson, Gwen Bell, Tracy Brown, Billy Bryant, Lynn Burris, Steve Carlton, Judy Daniels, Joe Darkoh, Robert Davis, Joan Davis, Pat Gaddy, Noah Genzel, Joe Gulick, Mary Harrell, Michelle Healey, Pat Hill, Miriam Hines, Joy Holland, Cheryl Howard, Jonathan Howell, DJ Lane, Carrie Levow, Amy Lubas, Todd Marcks, Christina Martin, Laura Massengill, Jane McDaniel, Claudia Mello, Vicky Merritt, Marty Moody, Cynthia Payne, Bill Piper, Jill Schmitter, Jean Sigmon, Patty Spears, Rob Stevenson, Donna Stewart, Melanie Storey, Elbert Turner, Christie Vann, Gail Willis, Kimberly Zugay

Absent: Ron Aman, Chastity Buehring, Jane Caldwell, Willie Healy, Christine Klein, Dale Mackey, Dana Temple, E'very Ware, Mary Yemma

Guests: Terree Kuiper, Corrinda Watkins, Deborah Wright

Call to order: Gail Willis called to order the 9th Meeting of the 13th Session at 10:00 a.m.

Guest Speaker: Provost Larry Nielsen

Provost Nielsen presented on UNC Tomorrow, an initiative to determine how the University of North Carolina system can respond more directly and proactively to the 21st century challenges facing North Carolina now and in the future.

The outcomes of this Initiative will guide and shape current and future priorities, resource allocations, existing and future programs, strategic plans, and missions of the University of North Carolina system, its 17 constituent institutions and its affiliated entities. UNC Tomorrow Commission's major recommendations are:

1. Educate student for personal and professional success, via being globally competitive.
2. Increase access to higher education, especially for underserved regions and populations.
3. Help more to solve public education challenges.
4. Help more to enhance economic transformations and community development.
5. Lead in improving health and wellness of all citizens and communities.
6. Lead in addressing energy and environmental challenges.
7. Engage and connect more with citizens and communities.

NC State University has put together a Strategy Team to help develop, in consultation with campus constituencies, the University's response to the UNC Tomorrow Commission's recommendations. NC State already has relevant characteristics and strengths to support each of the recommendations.

For more information about UNC Tomorrow and a copy of the full report, visit

<http://www.ncsu.edu/unctomorrow/>.

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Roll Call:

A roll call was performed by Nancy Phillips to ensure accurate attendance records.

Approval of the Staff Senate Minutes of March 13th, 2008

The minutes were approved with one revision.

Budget Report – Corrinda Watkins, Advisor

Corrinda Watkins reported the budget had not changed, but does expect expenditures from employee appreciation week.

Administrative Updates – Terree Kuiper

Terree Kuiper discussed the holiday schedule and answered question from Senators. Carrie Levow noted that the Executive Board was aware of the holiday schedule and attended a meeting regarding the 2008 – 2012 official holiday/closings.

Deborah Wright distributed information on the graded classification to be banded with a completion date of June 30, 2008.

Committee Reports:

Chair:

Chair Gail Willis reported the election process is underway for senate terms that start in 2008.

- The Staff Senate Retreat will be June 4th at the McKimmon Center.
- The University hosted the annual Employee Appreciation Week events for employees.
- Staff Senators helped support the activities and hosted an information booth at the Fair for employees to learn more about Staff Senate.
- Staff Survey - Staff members can fill out a web-based form or a paper form now through the end of April.
- Human Resources consulted with the Staff Senate leadership in developing a proposal for the University's holiday schedule for the next several years.
- Chairs Committee from UNC staff organizations system-wide met and discussed a continuing interest in exploring tuition waiver benefits for employee dependents.

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Vice Chair:

The vice chair attended the videoconference of the staff assembly on behalf of the chair on March 28, 2008. The topic was a survey about the tuition waiver program. She raised the issue of faculty participation and reached agreement with those present that the faculty would be consulted about the survey and given an opportunity to survey faculty as well. It was proposed that a united proposal from faculty and staff be sent to Erskine Bowles. It was also recognized that this step may jeopardize getting the report to the president before the end of the fiscal year.

In addition, the vice chair fended questions about the new holiday schedule, especially with respect to the elimination of the floating holiday. She also responded to a constituent's inquiry about the status of tuition waiver for his daughter who will begin studies at NCSU in the fall. He was advised that a proposal was in the works, but that it was unlikely anything would be in place by Fall 2008.

Governance:

Steve Carlton discussed the election process. He discussed that Barbara Carroll had requested a meeting of the Governance Committee after the regular Staff Senate meeting as well, to discuss new bylaws that needed to be introduced and changes to current bylaws. Steve Carlton said he would email Barbara Carroll about the bylaw changes to find out more specifics, due to Barbara Carroll's absence.

Human Resources:

Carrie Levow reported the HR Committee had a discussion with five other senators who shared concerns about the university holiday schedule changes. The HR Committee felt that this issue would better suited to be discussed and pushed through our committee instead of concerned employees sending their concerns directly to Human Resources.

Constituent Concerns:

1. The perception of the university holiday schedule as it relates to leave is wide open and unclear to constituents
2. The entire process of the holiday schedule revisions has not been transparent
3. There were no forums for discussions in the beginning before the vote of the revisions and the new schedule was printed

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Shared Comments/Perceptions:

1. The choice of using the floating holiday to celebrate personal and diverse holiday events was taken away
2. Our ability to choose to take unconventional holiday was taken away
3. Lack of communication from Human Resources concerning why the changes occurred and how the revision to the holiday schedule benefits the constituents needs to be addressed by Human Resources
4. Constituents are still forced to take mandatory leave

Questions for Human Resources:

1. What has been the benefit of the mandatory winter holiday closings?
2. Can we receive details about the benefits of the winter holiday closing that can be forwarded to our constituents to put them at ease that this is a good thing?

Action Item:

1. Terree Kuiper will have a discussion with Barbara Carroll to create an FAQ that will be posted to the HR website explaining the revision process and end result of the new holiday schedule

Diversity:

Jill Schmitter discussed the planning for the viewing of “Last Chance at Eden” – Documentary on race relations, examining the impact of society’s stereotypes on families and communities. Jill Schmitter explained that the committee would plan on a lunch and learn activity viewing of 20-30 minutes of the film and have a discussion afterwards. Dates to present are Wednesday May 14th or Tuesday May 20th from 12:00 – 1:15pm. The Diversity Committee will be checking availability for times and dates and then forward information to Senators with all the details.

Public Relations:

Nothing new to report

Resources & Environment:

Noah Genzel discussed the computer loan program.

