

NORTH CAROLINA STATE UNIVERSITY– approved version
Staff Senate Meeting
Talley Student Center, Walnut Room
Wednesday, January 7, 2009

Present: Paul Adams, Ron Aman, Chris Austin, Donise Benton, Tracy Brown, Christine Brownfield, Billy Bryant, Marcia Bryan, Thelia Burrell, Lynn Burris, Steve Carlton, Randy Colby, Susan Colby, Erica Cutchins, Judy Daniels, Joe Darkoh, Robert Davis, David DeFoor, Emily Dell, Michael Ellison, Regina Gardner, Melissa Godwin, Mary Harrell, Michelle Healey, Pat Hill, Joy Holland, Kenneth Holland, Shannon James, Shirley Jones, Sandy Kanupp, Christine, Klein, DJ Lane, Fran Little, Douglas Lynn, Dale Mackey, Laura Massengill, Jane McDaniel, Claudia Mello, Vicky Merritt, Catherine Reeve, Jill Schmitter, Missy Seate, Beth Simmons, Rob Stevenson, Marie Talley, Elbert Turner, Peter Vanderpoel, Christie Vann, Mary Yemma

Absent: Corrie Cadwallader, Tuesday Cross, Joan Davis, Randy Davis, Valerie Jones, David Ladrie, Carrie Levow, Amy Lubas, Mary Lee Mazarick, Cynthia Payne, Kent Rorem, Marquette Russell, Joy Smith, Donna Stewart, Dana Temple, Ann Turner, Melissa Watkins, Gail Willis

Guests: Barbara Carroll, Terree Kuiper, Corrinna Watkins

Approval of the Staff Senate Minutes of December 3, 2008

Minutes were approved with revisions.

Administrative Report - Barbara Carroll, Associate Vice Chancellor for Human Resources:

Barbara Carroll shared information on the 2 percent budget cuts, and how she believes more cuts will occur, which will affect faculty and staff. She reported that, because NC State is a federal contractor, as of January 2009, it will be required to verify the identity and work eligibility of current employees using the E-Verify system; new hires are already verified. (Note: The federal government subsequently delayed this requirement until May 2009.) E-Verify is a free, internet-based system operated by the US Citizenship and Immigration Service (USCIS), which is a part of Department of Homeland Security (DHS). E-Verify electronically compares information provided on an employee's Form I-9 with USCIS and Social Security records. Ms. Carroll also reported the state health plan fees will almost certainly be increasing. She asked Rob Stevenson, Benefits Counselor/Employee Recognition Program Manager to introduce the new pilot program now in place for NC State employees called Shape U. Rob Stevenson explained Shape U is a 5-week program featuring learning, fun, and health management exclusively designed for NC State faculty and staff. A flyer with detailed information was distributed to all Senators. More information can be found by visiting www.ncsu.edu/hr/WolfLife/.

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Guest Speakers: Dr. Jose A. Picart, Diversity and Inclusion, Vice Provost for Diversity and Inclusion
Dr. Michael L. Walden, William Neal Reynolds Distinguished Professor and Extension Economist, Agricultural and Resource Economics

Dr. Jose A. Picart began his presentation discussing the new campus culture task force Chancellor James Oblinger formed. Dr. Picart explained he would be reviewing the data from the well being survey on diversity topics to help him make recommendations. Dr. Picart shared Student Body President Jay Dawkins; Tom Stafford, vice chancellor for student affairs, and himself will serve as co-chairs of the task force.

Dr. Picart shared information on an overnight retreat called Opening Doors. Opening Doors lays the foundation for personal and organizational growth. Through this workshop participants explore a framework that deepens their diversity awareness and enhances their ability to create inclusive organizations. This workshop addresses personal and professional change as part of an understanding differences initiative of multicultural organizational development. [Brochure and registration information](#)

Dr. Picart also shared information on the NCBI program. This program is just one of many efforts on campus to educate students and employees about issues of discrimination, harassment, prejudice, and diversity. Any member of the NC State University community may attend this workshop free of charge.

Dr. Picart announced the Martin Luther King Commemoration speaker would be Morris Dees. Morris Dees is a legendary civil right activist and founder of the Southern Poverty Law Center. This event will be held at Stewart Theater, Talley Student Center on Wednesday, January 14, 2009 at 12:00 noon.

Dr. Picart ended his presentation expressing gratitude to the Staff Senate for his invitation to speak.

Dr. Michael Walden began his presentation thanking the Staff Senators for the opportunity to speak on the economy. He began his discussion on explaining the difference between a recession and depression. He explained a recession occurs if the economy shrinks by less than 10 percent. A depression occurs if the economy shrinks by more than 10 percent. The last recession we had in 2001, the economy shrunk by one-half of 1 percent. This recession, of course, is not over. Many economists think it will last well into 2009, but the current thinking is that it will cause the economy to shrink somewhere around 3 or maybe 4 percent, again still far short of a depression.

Dr. Walden shared the projections are saying the State will have approximately 2 billion less in revenue. Our Governor has asked for 3, 5 and 7 percent budget cuts with no

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raises. Dr. Walden shared that one way of increasing revenue would be to increase taxes or reduce spending. He does not believe that taxes would increase. He believes North Carolina will accelerate capital projects. Dr. Walden noted North Carolina could only borrow for capital projects. He shared the brunt of the drop in the economy will occur in the first half of the year, with more moderate losses in the second half. The key issue for policymakers, including those in the Federal Reserve and in the new Obama administration will be to contain the immediate economic damage for the recession. Mr. Walden reported the need to generate more spending to get out of this recession. And one-way is Obama's administration spending plan on infrastructure (roads, bridges, public buildings).

Dr. Walden explained North Carolina's economy would follow national movements. He shared this would mean job losses, higher unemployment, and weak retail sales and wage growth. Home sales will rise off their bottom, but the housing market will still remain weak. With general revenue growth negative, legislators will face their biggest challenge in two decades in balancing the state budget.

Budget Report:

Corrinda Watkins reported a beginning balance of \$7,108.00. She reported expenditures of \$1,051.60 for a computer software purchase and \$68.00 for phone usage. Corrinda Watkins reported our current budget is \$5,988.40.

Committee Reports:

Chair:

Chair Laura Massengill reported the following:

- December 11 – University Budget Advisory Committee
- December 16 – Graduation dinner – alumni center
- December 18 – Chancellors Holiday Open House
- December 19 – Video Conference with UNC Chairs
- January 6 – Holladay Medal Selection Committee

Vice Chair:

Nothing new to report

Governance:

Nothing new to report

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Human Resources:

Nothing new to report

Diversity:

Jill Schmitter reported she reviewed the diversity information paragraph to send with a list of websites to our constituents. Jill noted she would add edits and send to Marcia Gumpertz for review, then to Laura Massengill for final review.

Action Item: Send out detailed information on the next diversity lunch and learn to senators by 01/13/2009.

Action Item: E-mail Cheryl Branker to speak at a lunch and learn activity Feb/Mar to discuss physical/mental disabilities.

Events of Interest:

Study Circles register by 01/07/09 – Ongoing discussions on race relations see Office for Equal Opportunity Website for additional information

http://www.ncsu.edu/equal_op/index.html

Martin Luther King Commemoration on 01/14/09 at 12:00 p.m. in Tally Student Center - Stewart Theater

Brotherhood Lecture 02/06/08 at 1:00pm in Washington Sankofa Room (126)
Witherspoon Student Center

Larkin Awards will be held at the First Baptist Church on St. Martin's Street on 01/16/09 at 12:00pm

The John R. Larkin award is given annually to a NC state government employee with a minimum of two years of service, and had made an effort to improve human and race relations in state government, exemplifies commitment to human and race relations in their community, and an increase understanding or resolved conflicts between people of different racial and ethnic backgrounds.

1st meeting on the Task Force on Staff Diversity is 01/20/09; please e-mail Marcia Gumpertz (gumpertz@ncsu.edu) with any issues/concerns for the group

Any questions/comments/concerns regarding the need for lactation rooms in all newly constructed buildings and renovations e-mail Robert Davis (rldavis5@ncsu.edu), he is on the Group Insurance Benefit Committee (GIBC).

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Resources & Environment:

Nothing new to report

Legislative Liaison:

The Legislative Liaison Committee is developing a letter to send to legislators welcoming them to the 2009 legislative session, and encourage them to fight for NC State University staff regarding the budget crisis. The letter is expected to be drafted and sent out in the next few weeks. Some resources will be required to complete the letter, which Ron will contact Nancy and Laura to facilitate.

The Committee is making preparations to visit legislators during the upcoming long session. Ron is going to contact the office of external affairs to coordinate.

Chancellor's Campus Culture Task Force

Marcia Bryan reported that the Campus Culture Task Force met December 15th at the Talley Student Center to present and discuss the findings of the three subcommittees: Campus Climate, Vice Provost José Picart, Office for Diversity and Inclusion, Chairman, Student Conduct Code, Vice Chancellor for Student Affairs Tom Stafford, and Free Expression Tunnel and Brickyard chaired by Jay Dawkins, Student Body President. Marcia sits on the Free Expression Tunnel and Brickyard Subcommittee, which met December 10th in Witherspoon. After each subcommittee presented their report, it was decided that one more subcommittee meeting should be held and then report back to the task force at a final meeting January 16, 2009.

New Business:

None

Announcements:

Chair Laura Massengill reported the golf shirts would be ordered as soon as we receive payment from all who ordered. Laura Massengill reported district 12 & 13 seat would be filled shortly. She noted she is currently waiting for a response from Dean Moore. Also, Lee Thayne who was a Senator in district 12 & 13 is retiring, more details will follow.

Chair Laura Massengill announced Dr. Terri L. Lomax has been named vice chancellor for research and graduate studies at North Carolina State University.

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Remarks:

Chair Laura Massengill will meet the elections committee members after the Staff Senate meeting.

Adjournment:

The 6th Meeting of the 14th Session was adjourned at 11:40 a.m.

>Next Staff Senate Meeting: **Wednesday, February 4, 2009**
10:00 a.m. – 12:00 p.m.
Talley Student Center, Room 4115 (Walnut Room)

>Next Executive Committee Meeting: **Wednesday, January 21, 2009**
10:00 a.m. – 12:00 p.m.
Williams Hall Room 4401

Respectfully submitted by: Nancy Phillips, Staff Senate Administrative Assistant