

## *PATHWAYS* continued from page 2

As a result of the program's success, graduates have asked for a second tier of training to be developed; a PATHWAYS Level II Program. Training Services is currently reviewing the curriculum to see how a Level II Program could be incorporated into the current course structure. This includes exploring the possibility of using the program as a feeder into the Public Manager's Program; a year-long certification program offered through the Office of State Personnel.

If you strive to provide professional development opportunities for yourself or a staff member, PATHWAYS may help. Please contact Dawn Hartley at 515-6370 for more information or check out our PATHWAYS website at <http://www2.acs.ncsu.edu/hr/pathways.htm>

? *Did You Know?* North Carolina State University was originally called State College.

### *the Voice*

*The Voice, NC State University's SPA employee newsletter.*

*Compiled by the Staff Senate Public Relations Committee*

*Senior Editor  
Linda Trogdon, Chair*

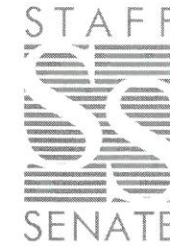
*Design Editor  
Yvonne Ward*

*Staff Senate Homepage:  
[www.ncsu.edu/staff\\_senate/](http://www.ncsu.edu/staff_senate/)*

*Questions? Comments?  
[staff\\_senate@ncsu.edu](mailto:staff_senate@ncsu.edu)*

**You're Invited!**  
The Staff Senate is your Senate!  
Senate meetings are held on the first Wednesday of each month at 10:00 am in the Faculty Senate Chambers, DH Hill Library.

*the Voice*  
4216 DH Hill Library  
Box 7545  
NC State University  
Raleigh, NC 27695  
[staff\\_senate@ncsu.edu](mailto:staff_senate@ncsu.edu)



# *the Voice* The Staff Speaks Out

NC STATE UNIVERSITY

Vol. 2, 2000-2001

## *Once again, NC State a big winner!*

The 2000 Governor's Awards for Excellence Ceremony was held on Monday, November 20, 2000 at the Natural Science Museum in Raleigh. Among the twelve recipients from across the state receiving this prestigious award were Angela Lands and Marcy Bullock. Last year NC State had three winners for the Governor's Award for Excellence. Once again this year, two NC State employees were recognized at the 2000 Awards for Excellence ceremony. Chancellor Marye Anne Fox participated in the presentation of their awards.



Angela Lands is the Administrative Secretary to the Director of Development and Foundations in University Advancement. She received this award in the Outstanding State Service category. In response to the flooding and devastation North Carolina experienced in 1999, Angela

assisted in the dissemination of funds to over 8,000 citizens in need. She worked many long hours and weekends to help out during this critical time.

Marcy Bullock is the Director for Career Services for the College of Agriculture and Life Sciences. She received this award in the Outstanding Human Relations category. Marcy made it her quest to provide outstanding assistance to students seeking career guidance through technology advances, interacting with the business community, and in developing many career workshops.



At the ceremony, the governor spoke highly of the excellent contributions that state employees make to the citizens of North Carolina. A slide show highlighting the twelve recipients was presented. Each winner,

accompanied by their chancellor or agency head, was presented a medalion from the Governor.

Following the ceremony, the recipients and their guests enjoyed a reception at the Governor's Mansion.

Nominations for the NC State University 2001 Awards for Excellence program will be getting under way in January. Contact your unit coordinator or Kim Snyder in Employee Relations at 515-4282 or [kim\\_snyder@ncsu.edu](mailto:kim_snyder@ncsu.edu) for more information.



## *NC STATE ESTABLISHES FLOATING HOLIDAY FOR 2001*

For calendar year 2001, state employees receive 12 paid holidays. For NC State University, the Chancellor has designated the following 11 days as university holidays/closings: New Year's Day – January 1, M.L. King Jr. Birthday – January 15, Spring Holiday – April 13, Independence Day – July 4, Labor Day – September 3, Thanksgiving –

November 23 & 24, and Winter Holiday – December 24, 25, 26, & 27. To give employees flexibility in recognizing other "special" days or holidays that NC State does not officially designate, the 12th paid holiday has been designated as a floating holiday to be taken any day during the year with supervisory approval. The holiday must be

taken as one single day and may not be split up into absences of a few hours at a time. Employees may choose to take their birthday, Memorial Day, or any other day as long as their absence is approved in advance by their supervisor.

See **HOLIDAY**, page 3

[www.ncsu.edu/staff\\_senate/](http://www.ncsu.edu/staff_senate/)



# Higher Education Bond

On November 7th, the voters of North Carolina approved \$449 million of Higher Education Bond funds for renovation and new construction for NC State campus. Planning and Scheduling the bond projects at NC State will take a tremendous amount of coordination to minimize disruption to campus and to maximize the benefits of the new construction. The principles that have guided the planning effort are:

- 1. Continue project priorities established within the Physical Master Plan
- 2. Space and quality deficiencies of campus facilities
- 3. Enrollment growth
- 4. Build new space then renovate existing space
- 5. Minimize swing space, especially lab swing space

The schedule will be continually updated as project planning progresses and projects are linked and sequenced. For instance, Withers Hall cannot be vacated for renovation until the Chemistry and Physics Teaching Labs move into the new Undergraduate Science Teaching Lab Building.

A coordinating team consisting of the Office of the University Architect, Facilities Planning & Design and Construction Management are meeting on a regular basis to develop the implementation plan. There will be a web site available soon to communicate information on the progress of the bond projects. Maps will be posted on the web site that reflect year-by-year construction locations.

Over the next months of planning and design there will be little disruption to campus. Several projects will begin construction in early 2002. The greenhouses located west of Gardner Hall will be relocated to the

Method Road area and the new Undergraduate Science & Teaching Lab building will be constructed on this site. The College of Engineering Phase IA building will begin construction; this will be the first step in moving the College of Engineering to Centennial Campus. Other projects that will begin construction in 2002 are the College of Veterinary Medicine Research Building, the upper floors of Clark (Infirmity) Hall and the Yarborough Chiller Plant. As new buildings are completed, existing buildings will be vacated and then renovated. In addition to the bond projects, private development and self-liquidating projects are proceeding and will also have a construction impact on campus over the next several years.

During construction we ask for patience from the campus community and we promise to keep you informed so you can better handle the changes to your normal work routines. North Campus will experience most of the interruption from 2004 to 2006 when several renovations will be under way. The infrastructure projects supplying chilled water to existing and new facilities will require trenching across much of North and Central Campus. All of the projects will effect vehicular and pedestrian traffic. Some parking areas will be displaced and relocated due to new construction and construction staging areas. Construction Management will be coordinating with building occupants to minimize construction inconveniences such as noise, dust and utility shutdowns. A Construction Project Manager will be assigned to each project and will be the first line of contact for construction concerns. A construction "hotline" line will be put in place to handle urgent construction questions that will require a rapid response. We hope through communication of construction activities and schedules you will be prepared for the changes coming with the new campus growth. Your feedback is welcomed.

## PATHWAYS Leadership Development Program

The PATHWAYS Leadership Development Program started in 1996 continues to have a wait list of participants vying for a coveted position. In January, nomination letters are sent to Vice Chancellors and Deans, who nominate SPA employees from their College/Division to participate. Twenty-five supervisors and twenty-five non-supervisors are selected throughout campus to participate in the PATHWAYS Leadership Development Program.

Participants attend a series of professional development courses that are designed to enhance leadership development. The program culminates with a formal graduation program in the late spring for participants who complete all course requirements within the year.

See **PATHWAYS**, page 4

# Note From the Chair

Traditionally, the New Year is marked with resolutions of change and personal improvement. Many of these resolutions stem from real or perceived shortcomings, many from the desire to attain "what could be". Now that we've returned from the holiday hiatus and the new semester is underway, I'd like to pose a question: As a member of the University community, what sort of resolutions can each of us make that would improve our own workplace? What can we do, individually or as groups, to make where we work and how we work "what could be?"

Regardless of the position or rank that we hold, we are all responsible, in some way, for our work environment. As we look within and around our own organization or work group, do we see a workplace:

- < That has a shared **vision** of its goals? Has it been shared with you? Have you shared it with your staff or co-workers?
- < That's **goal oriented**, working to measure and to celebrate success, no matter how small? Where it's important to do the right thing and to do things right?
- < That's **client-oriented** and measures client/customer satisfaction? Where we treat the client with Integrity, Respect, Service and Fairness?
- < That's a **learning organization**, which works to develop and nurture the talents of its employees? Where information is readily available to employees?
- < That responds to needs of employees of **Belonging** and **Recognition**? Where we create a climate that builds opportunity for recognition for extraordinary results from ordinary people?

- < That has a **Team Approach**, where decision-making is shared and front-line people are empowered? Where people's needs and production needs are viewed as synonymous?
- < That's engaged in **Organizational Assessment**, where it's actively benchmarking and assessing it's performance?
- < And most importantly, that builds **Trust, Pride and Enthusiasm**?

These elements may seem far off and difficult to achieve, especially in light of hardships like the anticipated budget shortfall by the state or a high rate of employee turnover. But I believe that it is just these sorts of adversities that amplify the need for us to seek out and apply these sorts of measures. To take charge of our environment and make positive changes whenever possible. I challenge each of us to resolve to look for ways that we and our work environment can become a more positive, stronger and fulfilling workplace.

To quote Henry David Thoreau "I know of no more encouraging fact than the unquestionable ability of man to elevate his life by conscious endeavor." Let's set a goal for ourselves for today, tomorrow and every day, to make conscious endeavors to improve our lives, at home and at our work place.

I'd like to thank Dr. James Horner of the North Carolina Public Manager Program and the NCSU Department of Political Science for the course on Motivational Climate he taught from which I have liberally borrowed.

## HOLIDAY *continued from page 1*

Supervisors should document employee use of the floating holiday on the Employee Time Record for employees who are required to complete this form and in the personnel files of other employees. If the employee does not use the floating holiday by December 31, 2001, the holiday will be forfeited. Employees will not receive the

hours at a later date and will not be paid for the hours. Questions regarding the closing schedule or the floating holiday should be directed to Salary Administration at 5-7929. Concerns should be shared with the Assistant Director for Employment and Salary Administration at 5-4277.