

North Carolina State University Staff Senate
Wednesday, July 16, 2014
McKimmon Center

The Staff Senate Meeting was called to order at 8:00 a.m. by Chairman, Robert L. Davis.

Present: Maurice Alcorn, Brenda Asbury, Todd Becker, Donise Benton, Angkana Bode, Molly Bradshaw, Nicole Burgos, Kenneth Cash, Lee Ann Clark, Janice Coats, Nikki Cofield, Charles Craig, Wall Crumpler, Zackery Dean, Kathy Dick, Cathi Phillips Dunnagan, Michael Ellison, Christine Epps, Mary Fincher, Latoya Giles, Wyona Goodwin, Kendall Hageman, Kathryn Hair, Shanna Harwell, Matthew High, Miriam Hines, Heather King, Anna Lamm, Issac Lewis, Kristen McWilliams, Ervin Miller, Maria Moreno, Tenille Naumann, Antoinette Norton, Jason Painter, Kim Paylor, Jill Phipps, Carol Reilly, Rachelle Robinson, Lossie Rooney, Joy Smith, Jim Stewart, Patty Spears, John Starbuck, Teresa Story, Chris Terwilliger, Carl Thomas, Rosalie Tisa, Cheryl Tripp, Shamsa Visone, Barbara Walker, Erica Wisecup, Patti Woodbury, Ryan Hancock (Past Chair), Barbara Carroll (Ex-Officio), Corrinna Watkins (Ex-Officio)

Absent: Beverly Beland, Anthony Brown, Charles Cline, Peggy Elliott, Rachel Ensing, Audrey Hendriks, Amanda Holbrook, Tom Karches, James Johnson, James Jeuck, David Kelly, Brandon Moore, Brian Pugsley, Melissa Simpson, Roger Sims, Dustin Wheeler, Kimberly Womble

Guest Speakers: Chancellor Woodson, Debbie Yow, Dr. Deb Luckadoo

Staff Senate Retreat Highlights:

- Chancellor Woodson greeted the Staff Senate and shared information on budget updates.
- Debbie Yow shared a presentation the topic addressed was “Addressing the Disorderlies in your Life”
- Chair, Robert Davis recognized a few of many allies of the Staff Senate in various departments.

Chair, Robert L. Davis called the 1st meeting of the 20th session to order.

Senator Angkana Bode introduced the Staff Diversity Director, Dr. Deb Luckadoo. Immediately following, the Chair presented Dr. Luckadoo with a “Certificate of Appreciation. She expressed gratitude for her certificate of appreciation then presented a slide presentation on staff diversity.

Dr. Luckadoo reported NC State University’s definition of diversity as “an inclusive community of people with varied human characteristics, ideas, and world views and whose interactions both benefit and challenge each other to grow while making the community better.” She shared the following examples on how you affect the Pack:

- You contribute to your work environment
- You can seek out opportunities to engage in and learn about other cultures and other ways to think about and/or process information (Info Guide)
- You can increase your own self awareness
- You can encourage others to seek diverse points of view

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- You can identify and eliminate discriminatory and harassing behaviors.

Dr. Luckadoo highlighted the following events:

- Staff Senate Diversity Committee Employee Appreciation Event, Wolfpack Women's Basketball
- The Sisterhood Dinner sponsored with the Council on the Status of Women and the Women's Center
- NC State Conference on Leadership and Diversity for Managers

The staff director reported that she serves on the Staff Diversity Advisory Board along with Chair, Robert L. Davis and Chair-Elect, Wyona Goodwin. The Staff Diversity Advisory Board serves as a sounding board that provides insight to the implementation of the recommendations of the 2012 Task Force on Staff Diversity and will actively participate in the analysis of results of the 2014 Staff Well-being Survey.

Dr. Luckadoo recognized Alternate John Starbuck for designing Connect with NC State which can be viewed at: <http://campuserprises.ncsu.edu/discover-nc-state/>

Dr. Luckadoo then introduced members of the National Coalition Building Institute (NCBI). The NCBI program is just one of many efforts on campus to educate students and employees about issues of discrimination, harassment, prejudice, and diversity.

For more information on Staff Diversity, please visit <http://oied.ncsu.edu/staff/>

National Coalition Building Institute workshop:

The Staff Senate participated in an afternoon NCBI workshop. The facilitators were: Dr. Deb Luckadoo, Beverly Williams, the head of the campus NCBI team, Garry Morgan and Valerie Ball. The NCBI workshop focused on five areas: Introductions, Up/Down, Pairs, Pairs II, Introduction to Principles, First Thoughts and Caucuses. The principles that the application focused on are that every person and every issue counts, hearing stories shift attitudes and empowerment is the outcome of skills development. Two main questions were posed to the Staff Senators. The questions were: How do these principles and what you have heard today influence your work as a Staff Senator? How can you utilize these principles to be a more effective Staff Senator?

Roll Call:

A roll call was performed by Nancy Philips to ensure accuracy and quorum.

Budget Report:

Corrinda mentioned that the budget for this year has not been approved. However, last year the staff senate received an operation budget of \$5,000.

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Chair Report:

Robert L. Davis shared a presentation on the Staff Senate role and responsibilities and answered questions from Senators. The presentation was entitled: Welcome to the Staff Senate and the Staff Leadership Team! The following points were made:

In your role as a Staff Senator you must be able to follow this blueprint for success:

Communication

- In your new role as a Staff Senator, you are called to be a leader. In this leadership role you are to communicate with your constituents. Senators develop various modes of communication, including newsletters and e-mail. What works best for your group will be determined by you

Responsibilities

- All Senators are elected from Districts and thus, you have a responsibility to the District that elected you. This year we will encourage "town hall meetings" as a part of your regular communications process. Plan to get to know your fellow staff members.

Advocate & Educate

- As a Staff Senator, you are called to learn. A lot of information about the campus, its programs and procedures will be given out to you. Read them carefully, then ask questions and seek answers to share with others.
- As a Staff Senator, you are also called to be an advocate. Hence, find your voice and respond both when it is needful and when you are called upon.

Committee Service

- As a Staff Senator, you are called to serve on at least one committee. Each committee meets at least once monthly. The committees are the very backbone of the Staff Senate, serving should be done faithfully. Remember the work of the Senate cannot be accomplished without your help and without your committee.

Respect & Diversity

- As a Staff Senator you are called to respect your fellow Senators, listen to them and exchange viewpoints. The Staff Senate respects diversity. This is a safe place. Speak freely and honestly and respect those who do not think, look or act like you. We are all members of the Staff Senate.

Time Commitment

- As a Staff Senator, you have a time commitment. Be honest with your supervisor and the Senate. When you are doing Staff Senate business, let your supervisor know.
- Remember the Staff Senate is only as efficient as the membership of the Senate. Every member counts. The Senate depends upon your resourcefulness and your wisdom to transform and make us better. Do not hesitate to share your ideas or gifts.

As a Staff Senator, be self-motivated. You have all you need to be successful. Be yourself. Keep the lines of communication open. Therefore, as a Senator, you should foremost expect the best from yourself and then from others around you. Now is your time, to contribute the best to make the best of who we are. Think and Do!

The Staff Senate is glad to have a leader like you, for such a time as this, for you are the change you've been waiting for... now make a difference!

Remarks and Announcements:

Robert Davis announced that a group picture would be taken immediately after our adjournment.

Meeting was adjourned at 4:15 p.m.

Respectfully submitted by: Nancy Phillips, Staff Senate Administrative Assistant