

North Carolina State University Staff Senate
Wednesday, November 5, 2014
Senate Chamber – Talley Student Union

Present: Miriam Hines, Patty Spears, Latoya Giles, Christine Epps, Wall Crumpler, Zackery Dean, Patti Woodbury, David Kelly, Kim Paylor, Rosalie Tisa, Todd Becker, Kimberly Davis, Mary Fincher, Maurice Alcorn, Angkana Bode, Charles Craig, Shanna Harwell, Brenda Asbury, Lee Ann Clark, Tenille Naumann, Maria Moreno, James Jeuck, Shamsa Visone, John Starbuck, Ervin Miller, Janice Coats, Nikki Cofield, Antoinette Norton, Judy Daniels, Joy Smith, Lossie Rooney, Erica Wisecup, Cathi Phillips Dunnagan, Anna Lamm, Melissa Simpson, Wyona Goodwin, Heather King, Carl Thomas, Jim Stewart, Charles Cline, Tom Karches, Kathryn Hair, Barbara Walker, Teresa Story, Peggy Elliott, Donise Benton, Chris Terwilliger, Joy Smith, Rachel Ensing, Jill Phipps, Beverly Beland, Cheryl Tripp, Barbara Carroll (ex-officio), Corrinda Watkins (ex-officio), Jesse Manciaz (ex officio)

Excused: Brandon Moore, Molly Bradshaw, Kathy Dick, Jason Painter, Nicole Burgos, Matthew High, Kristen McWilliams, Audrey Hendriks, Carol Reilly, Issac Lewis, Kendall Hageman, Rachelle Robinson

Absent: Michael Ellison, Amanda Holbrook, Anthony Brown, Kerri Rayburn

Guest Speakers: Gunnery Sergeant David Swope
Amy Grubbs, Onboarding Manager
Dr. Walt Wolfram, William C. Friday Distinguished University Professor

Chair Robert Davis called the 5th Meeting of the 20th Session to order.

Gunnery Sergeant David Swope expressed gratitude for his invitation to speak on the 2014 Toys for Tots Campaign, which is sponsored by Staff Senate in partnership with the United States Marines. The mission of this program is to collect new, unwrapped toys to needy children. He stated the collection will take place on November 10th through December 15th and stated any toys that are collected will be distributed to children in our area. Gunnery Sergeant shared donations have been lower than expected thus far, so we are trying to get the word out and need your support. He also shared the age group 10 – 13 are most in need, noting that we do accept monetary gifts for this purpose, so if we are in need of toys for a specific age group we fill the demand. For further information visit: <http://raleigh-nc.toysfortots.org/local-coordinator-sites/lco-sites/Default.aspx> and remember volunteers are needed, so please consider that when you give.

Roll Call:

Roll Call was performed by Nancy Phillips to ensure accuracy and quorum.

Approval of the Staff Senate Minutes of October 8, 2014

The minutes were approved as written.

Vacancies and Appointments Confirmation Vote:

Vacancies and Appointments Confirmation Vote was conducted and all appointments were approved.
District 7 Poole College of Management - Wall Crumpler
District 13 College of Design – Nikki Cofield

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District 14 CALS – Judy Daniels

District 19C Ext. North Central – Rachele Robinson

District 19F Ext. Southeast – Donise Benton

Amy Grubbs reported on NC State University Onboarding Center. The Onboarding Center was established in 2013 as the first shared services center under University Business Operations Division to provide a one-stop resource for new university employees. Amy shared the goal is to create a new hire experience that welcomes, acclimates, engages and retains new hires as members of the Wolfpack community. The new employees are sent a series of emails as their hire action is processed through the HR System. The emails welcome the new employee to NC State and provide information/resources to them, such as preparing for their first day, their campus username and password, and email account information. Amy shared the new employee are scheduled to meet one-on-one with an Onboarding Specialist on their first day to complete items such as campus one card, parking pass, I-9, direct deposit, benefits orientation registration, etc. Detailed information on all of the services can be viewed at: <https://onboarding.ncsu.edu/onboarding-center/>. Amy ended her presentation by expressing gratitude for her invitation to speak to the Senate and answered questions from the staff.

Dr. Walt Wolfram reported on the Language Variation: The Forgotten Dimension of Diversity. Highlights from the presentation are as follows:

- Dialect is a neutral label to refer to any variety of a language that is shared by a group of people.
- Language is the most representative symbol of history and culture, reflecting where people come from, how they have developed, and their establishment of past and current identity.
- North Carolinians reflect the diversity of its people, who came to this region from different places, under varied conditions, and established diverse communities and identities based on the natural resources of the land and waterways.
- Linguistic profiling and language variation
- Social consequences (linguistic profiling)
- Fair Housing Act: Sec.804. [42 U>S.C. 3604 a-f] “It shall be unlawful..(b) To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, religion, sex, familial status, or national origin.”

Dr. Wolfram spoke on the challenges of language diversity and asked if Senators have ever experienced language discrimination. A short exercise on dialect patterning of BE and A – prefixing was discussed. He stated some varieties of language are more standard than others; that is a product of social facts. The higher-status groups impose their behaviors (including language) on others, claiming theirs are the standard ones. The standard variety is selected through purely social processes and has not one whit more logic, historical consistency, communicative expressivity or internal complexity or systematicity than any other variety. Information on Do you speak American can be viewed at <http://www.pbs.org/speak/speech/prejudice/attitudes/>

Dr. Wolfram spoke on the language and campus life and academic and social experiences. He shared diversity is what makes NCSU great – it’s important to appreciate and understand speakers of other dialects. Information on the dialect quiz can be viewed at <http://ncsu.edu/linguistics/ncllp/dialectquiz.php>

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Dr. Wolfram expressed gratitude for his invitation to speak and took questions from the Senators.

Human Resources Administrative Report:

Barbara Carroll reported the State General Assembly approved an increase of the number of courses that employees take free of tuition and fee charges, from two to three, and the UNC Board of Governors (BOG) approved a change in its related policy language at its meeting in October. The language will be written in a general format, so the BOG will not have to change the wording if another change in the number of courses should occur. The Office of State Human Resources is looking at the performance management program for SPA employees and they are expecting to make changes to the University performance management process as well. Ms. Carroll shared her thoughts on how the Blue Cross/Blue Shield benefits portal enrollment was not as user friendly as she hoped. She stated we had no opportunity to make recommendations on this process but will be making a case stating how difficult it was to navigate through the site in hopes of a more user friendly enrollment next year.

Budget Report:

Corrinda Watkins reported office supplies expenditure of \$85.00. Our Staff Senate balance as of today is approximately \$3,100.00.

Reports:

Chair:

November has been an active month for the NCSU Staff Senate as we move forward continuing to strive to make a difference. The highlights of the Chair's activities are as follows:

- The College of Natural Resources had their Town Hall meeting on November 7. The Chair shared with members of the staff the role of the Staff Senate and the activities promoted and sponsored by the Senate. Dean Watzin spoke and so did Vice Chair Christine Epps and UNC Assembly Chair Susan Colby. Each shared the importance of the role of staff within the college, the university and the UNC system. Staff Senator Woodbury is now working on the next Natural Resources Town Hall.
- November 8, was Homecoming Weekend. NCSU played Georgia Tech in Football. The Chancellor invited a host of guests, Trustees, the Governor, Legislators, along with the Chairs of the Faculty and Staff Senates.
- November 14, I attended the monthly UNC Assembly Video Conference with Susan Colby. The UNC Assembly chairs shared project ideas with emphasis on projects across the UNC system.
- The Chair attended the third "Food for Thought" series at CALS on November 18. The series Coordinator Dr. Lisa Guion Jones has extended an invitation for the Chair of the Staff Senate to be the presenter at the May session.
- November 20-21, the Board of Trustees meetings took place. The Chair of the Staff Senate and the Chair of the Faculty Senate reported to the Board at the Thursday meeting. The Student Body President reported on Friday.
- November 24 at 1:30-3:30 was the DASA Town Hall. Dr. Michael Mullin answered questions from Staff. Staff members were later updated on Staff Senate activities and were encouraged by the Chair to run for the Staff Senate during the spring elections.
Chair-Elect, Wyona Goodwin, a Senator from DASA, coordinated the DASA event.

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Vice Chair:

Christine Epps reported the following:

Thank you to everyone who volunteered to help put out the Veteran's Day Display on the Court of Carolina. I spoke with Mark Shallabarger of the Naval ROTC program and he let me know that they had arranged the Veteran's Day Memorial Run to run by this display before the end at the Belltower.

Originally I was going to be speaking at this meeting about how to put together a Town Hall meeting. We have moved this talk to a later meeting due to space issues. We have had several meetings occur already and have a few coming up very soon. Each meeting should be what your district feels will work best for you. Robert, Wyona and I are all here to support you however you need us to for your meeting. We are available to participate in your event as speakers, attendees or in any capacity you require including limiting our participation if that is what you prefer.

As I mentioned last month, Staff Senate is hoping to have a bigger involvement in Packapalooza this year. Justine Hollingshead has asked me to co-chair the Green Zone with Susan Colby for the Staff Senate and I am really looking forward to working on this event and will update you more as we get closer. Wyona Goodwin will also be representing the Staff Senate this year with Packapalooza so look forward to updates from her as well.

There was one issue submitted to the Staff Senate website however upon contacting the person listed on the submission it turned out to be a fraudulent submission from someone else so there is nothing to report on this.

Committee Reports:

Diversity:

Nothing new to report.

External Affairs:

Nothing new to report.

Governance:

Patty Spears reported the Parliamentarian reported progress made with the Appointed Senator process and stressed the need to write clear instructions in the procedure manual. He is also starting a file shared by the Secretary to document all decisions and reasoning, so others will know not just what was decided, but how and why the decision was made.

There were two statements revisited in the procedure manual. Under A. Representation, iv. Appointed Senators, the statement "Appointed Senators will be selected to serve an under-represented district." We felt we needed to further describing "under-represented". We decided to make this an Executive

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Committee decision (majority vote) and to provide guidance on priority of need. Highest priority were those districts with only one senate seat and that seat is empty. Medium priority were those districts with one senator with open senate seats. Lower priority were those districts with a high number of senate seats with open senate seats.

The other statement is in the same section "Current Senators and Alternate Senators cannot be nominated as Appointed Senators". This will be clearly addressed in the procedure manual, since we do not want to cripple one district that may need an alternate mid session, by appointing them elsewhere.

Discussion of the timing of Appointments was discussed and we will work on clarifying that further in the procedure manual.

Human Resources:

HR Committee targets 2 activities each month and we exceed our goal with 3 activities in October and 4 activities in November:

1. Webinar- Developing Will Power & Self Control on November 5, 2014 from noon to 1pm.
2. Second Arboretum Tour on November 7, 2014 from noon to 1pm.
3. Toys for Tots starts on November 10, 2014 and the last collection will be on December 12, 2014.
4. Lunch N Learn: Explore Google Drive on November 20, 2014 from noon to 1pm.

Resources and Environment:

Nothing new to report.

Computer Loan Program:

Lee Ann Clark reported we need computers for the Computer Loan Program. We have about 10 people on the wait list. We are having our first computer training class this Monday, November 24 at 12 noon. We have 20 people registered for the class.

Great Day of Service:

Zackery Dean reported the Great Day of Service was a wonderful time to give back to our community. Some of us worked at alliance medical (located beside wake med in Raleigh) in the Community Garden (the focal point of the Alliance Wellness Program) for those of you who may not know about AMM - it exists to provide affordable healthcare to working uninsured adults in wake county. For low income working family's lack of access to preventative, affordable medical care can mean lost wages, expensive visits to the emergency room and higher likelihood of needing hospitalization. Upon completion of this, healthcare patients are sent home with home grown vegetables that we helped take care of this weekend.

Adjournment:

The Staff Senate meeting was adjourned at 12:03.

Respectfully submitted by Nancy Phillips, Staff Senate Administrative Assistant