

Staff Senate Retreat

July 19, 2017

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Present: Kelly Vogel, Karin Sandler, Ashley Schwed, Breanna Collins, David Hawley, Kimberly Zugay, Holly Sullenger, Miriam Hines, Ashley Dockery, David Herpy, Sabra Stipe, Carrie Baum-Lane, Katherine Brownlee, Sara Lane, Beth Rosen, Dannica Wall-Prestage, LaTonya Scott, Nikki Cofield, Stephen Bader, Richard Corley, Amanda Petty, Carissa Burroughs, Shawnda Hill, Wendy Silver, Richard Sapienza, Janise Sitzes, Nikki Harris, Jason Painter, Alan Porch, Dana Ripperton, Jan Gaines, Stefanie LaJuett, Yolanda Sanders, Connor Brady, Dusty Fletcher, Ben Strunk, Misty Dothage, Angela Nicholson, Emanuel Guzman, Monique Merriweather-Yarborough, Paul Feucht, Shanna Harwell, Rodney Holmes, Lib McGowan, Allen Thompson, Adam Bensley, Ranjani Rajagopalan, Juan Robson, Randy Davis, Tiffany Viator, Rhonda Greene, Tenille Naumann, Cathi Phillips Dunnagan, Angkana Bode, Keila Valentin, Marie Williams, Corrinda Watkins

Excused: Randy Jones, James Draper, Carol Haywood, Helen DiPietro, Joe Sutton, Katie Bennet, Lena Smith, David Blake, Melissa Cardez

Introduction & Leadership Training Session for New Senators by Susan Colby

Chair Angkana Bode transferred Staff Senate leadership to Cathi Phillips Dunnagan

NC State Chair of Staff Senate Cathi Phillips Dunnagan

- Recognized Past Chair, Angkana Pathanasethpong Bode
- New Senators sworn in
- Appointed Senators approved and sworn in
- Approval of the June 2017 Staff Senate minutes – approved as written
- Connecting Experience

Remarks by Chancellor Woodson

Campus Highlights

- Good morning. This has truly been a historic year for NC State. We set an ambitious goal of raising \$1.6 billion for the Think and Do the Extraordinary campaign, and to date we have received gifts and commitments of \$1.116 billion, or 70% to goal.
 - *\$225 million in new gifts and commitments, 8.7% more than last year's record of \$207 million*
 - *\$145 million cash receipts, 5.8% more than previous record of \$137 million*
- These gifts provide scholarships, distinguished professorships, and other investments in NC State so we can continue to innovate and create prosperity.

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- Our Employee Dependents Scholarship is one way we can enable more employees' dependents to earn their degrees from NC State acknowledge university employees for their hard work.
 - In the 1st 2 academic years of this scholarship, nearly 250 scholarships valued at \$1000 per semester, will be awarded.
 - *FY16 128 recipients*
 - *FY17 expecting 120 scholarships*
 - This year gifts to this fund have nearly tripled and the number of faculty, staff and student donors to the effort has doubled.
 - *FY16 62 donors*
- This year we awarded more than 10,000 degrees at our December and May graduations, which is an all-time high for the university. Over the past 5 years, degrees conferred increased 10 percent for bachelor's, 21 percent for master's, and 31 percent for doctoral.
- Enhancing student success is the first goal in our strategic plan, and degrees conferred is one of the metrics we track. In that time, our graduation rates have increased, with the four-year graduation rate increasing by 12 percentage points, and students' time to degree has decreased.
- These are due to a number of initiatives we've put in place, but the result is that more graduates are ready for the workforce and our students are graduating faster with reduced student debt.
- You are an essential part of these successes.
- As members of the Staff Senate, you provide me and other administrators with invaluable feedback on proposed policy measures, giving our staff members the chance to have their thoughts and opinions heard.
- The Staff Ombuds Pilot Program is a prime example of the impact you make as Staff Senate members, especially in regards to communication. Without your initiative, this program would not have been nearly as successful and made NC State an even better place to work.
 - *Within 1st 6 months, opened 20 staff cases.*
- Part of what makes NC State so great is the dedication and passion of staff members like yourselves and how you impact our community.
- And that community extends beyond that of staff members to the student body, faculty and residents of Raleigh.

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- Events like Build-a-Block not only brought those communities together physically, but fostered a sense of shared partnership and unity among them. You help others connect and engage with NC State and each other.
 - *Build-a-Block: Built townhomes for 11 families, biggest project of its kind.*
- Thank you for all of the incredible work you have done for this university, and will continue to do.
- Thank you for your leadership.
 - *This year Staff Senate has 28 returning senators, 33 new senators, and 3 elected officers.*

Budget / Legislative Update

- Lastly, I want to update you how the state budget and provisions affect NC State.
- On June 28, 2017, the State of North Carolina passed a \$23 billion state budget.
- This budget is one of the best I've seen during my time here as Chancellor. It doesn't have a management flexibility reduction in the first fiscal year. It also funds several university priorities.
- It includes 3 vacation days for all full-time employees, a \$1,000 across-the-board salary increase for full-time SHRA university employees and a funding pool equivalent to \$1,000 for each State-funded EHRA FTE; we are waiting on specific guidance from UNC General Administration.
- It also includes \$1 million non-recurring for Faculty Recruitment and Retention and \$1 million non-recurring for the Research Opportunity Initiative. This funding will be given to the UNC System, and they will determine the allocations.
- The budget has full funding for enrollment growth and directs the Board of Governors to base enrollment funding on verification of actual enrollment rather than projections.
- The budget provides full funding for building reserves. While this is a positive, it won't affect us since we didn't submit any requests and don't have any new buildings coming online during the 2017-19 biennium.

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- It provides \$50.5 million for repairs and renovations that UNC General Administration will allocate to campuses. Historically, we've typically received about 20% of the allocation.
- The budget provides \$2 million non-recurring funding for NC State's participation in the National Institute for Innovation in Manufacturing Biopharmaceuticals, or NIIMBL, in FY 2017-18.
 - Of the 14 Manufacturing USA institutes, NC State is a partner in 7 and NIIMBL is the most recent one.
- Funding is included for NC State's Cooperative Extension, which includes \$700,000 continuing in FY 2017-18 and an additional \$100,000 continuing in the second year of the biennium.
- There is funding for the Food Processing Innovation Center, to be housed at the NC Research Campus in Kannapolis. This is in partnership with the College of Agriculture and Life Sciences. The funded amount is \$5.1 million, \$700,000 of which is continuing.
- The other special provisions that will affect NC State and the UNC System are requiring the Board of Governors monitor the creation of new positions over \$70,000 and any salary increase of more than 5% that would result in an annual salary of \$100,000 or greater.
- The legislature is also directing the Board of Governors to study equal opportunity policies at each campus.
- Again, I want to emphasize that this is a good budget for us, and we appreciate the General Assembly's recognition of our important work educating tomorrow's workforce and conducting groundbreaking research.

Remarks by Marie Williams, Associate Vice Chancellor for Human Resources

- AVC Williams congratulated Chair Cathi Phillips Dunnagan and the Staff Senate body, as well as Past-Chair Angkana Bode.
- AVC Williams discussed who we serve and the mission of Staff Senate:
 - To act as an advisory body to the University Chancellor
 - Provide feedback and consultation regarding interest/concerns that affect staff members
 - Receive proposed policies or policy changes from the Chancellor or other executive officers of the University for review and make recommendations on policies and regulations that affect staff members

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- Initiate the consideration of new or review of existing policies and regulations affecting staff members, and offer informal suggestions or formal resolutions for changes or improvements
 - Assist in the communication of issues and institutional activities affecting staff members
 - Service as the primary liaison between staff members and the Chancellor, the University Council, the Board of Trustees, the Chancellor's Liaison Committee, the Faculty Senate, the Student Senate, and the UNC Staff Assembly
 - Encourage a sense of community and engagement among all University employees by the promotion and facilitation of staff participating in the University community
 - Includes working with senior leadership to accomplish its strategic plan and also the UNC-GA strategic plan
 - Key to our success commitment, communication, collaboration, results
 - Create and promote a high performing culture that is highly engaged and also promotes work life balance and wellness.
- AVC Williams shared that she has an open-door policy.
 - AVC Williams reported on key HR projects:
 - Manager and Supervisory Training
 - Performance Management
 - Onboarding/Offboarding
 - Process engineering – Search and recruitment
 - HR restructuring
 - Staff Ombuds Pilot
 - AVC Williams thanked the Senators and stated that she is looking forward to a productive Staff Senate year.

UNC Staff Assembly Chair Pernell Bartlett

- The UNC Staff Assembly is the elected body of representatives of the staff of the seventeen campuses of the University of North Carolina, General Administration and affiliates.
- The goal of the UNC is to improve communications, understanding, and morale throughout the whole of our respective communities and to increase efficiency and productivity in campus operations.
- About UNC Staff Assembly, <https://www.northcarolina.edu/staff-assembly/about-unc-staff-assembly>

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NC State Chair of the Faculty Carolyn Bird

- The Faculty Senate provides advice to the Chancellor and, through the Chancellor, to the Board of Trustees.
- The Faculty Senate is a body of representatives from each college, school and other constituency of the University. Each faculty senator serves as a liaison between the governing body of the faculty and the faculty of the constituency that the senator represents.
- Senators report regularly to their constituencies on the deliberations of the Senate, meet as a delegation with the dean or other appropriate administrator of their constituency, bring issues of concern from their constituencies to the Senate for consideration, and act as facilitators of faculty participation in the governance of the University.
- NC State Office of the Faculty Senate, <https://facultysenate.ncsu.edu/>

NC State Student Body President Jackie Gonzalez

- Student Government was founded in 1921 as a student-run organization that serves as the official voice of the student body.
- Mission: Founded and funded by students, the NC State University Student Government encourages students to express their concerns and ideas, promotes an environment of open discourse and academic excellence, and proactively represents the student voice to the University administration and Board of Trustees through ethical and accountable public services.
- NC State Student Government, <https://sg.students.ncsu.edu/>

Dr. Rich Bonanno, Associate Dean, CALS and Director, North Carolina Cooperative Extension Service

Presentation: Extension in NC - History, Organization, Issues

<https://drive.google.com/file/d/0BxjL-0tSpxEPS0luTGY0UEZINVk/view?usp=sharing>

Team Building & Collaboration with Stephanie Davis, Makeba Jackson and Anne White

- Staff Senate Committee Charter
- Staff Senate Committee Agreements & Ground Rules
- Committee Presentations

Adjournment: 4:15pm

Respectfully submitted by Nancy Phillips, Staff Senate Administrative Assistant