

North Carolina State University Staff Senate
Wednesday, June 3, 2015
Senate Chamber, Talley Student Union

Present: Miriam Hines, Patty Spears, Latoya Giles, Christine Epps, Zackery Dean, Patti Woodbury, David Kelly, Kim Paylor, Rosalie Tisa, Kimberly Davis, John Starbuck, Angkana Bode, Matthew High, Charles Craig, Shanna Harwell, Lee Ann Clark, Maria Moreno, Janice Coats, Nikki Cofield, Antoinette Norton, Issac Lewis, Joy Smith, Judy Daniels, Erica Wisecup, Cathi Phillips Dunnagan, Anna Lamm, Wyona Goodwin, Jim Stewart, Kathryn Hair, Rachelle Robinson, Teresa Story, Donise Benton, Chris Terwilliger, Jill Phipps, Beverly Beland, Chery Tripp

Excused: Brandon Moore, Kathy Dick, Jason Painter, Wall Crumpler, Todd Becker, Nicole Burgos, Michael Ellison, Brenda Asbury, Audrey Hendriks, Amanda Padbury, James Jeuck, Carol Reilly, Melissa Simpson, Charles Cline, Tom Karches, Barbara Walker

Absent: Anthony Brown, Kerri Rayburn

Call to Order: Robert L. Davis called the 12th meeting of the 20th session to order.

Guest Speaker: Jamie Lynn Coccarelli, Assistant Director, Disability Services Office

Ms. Coccarelli reported on NC State University Disability Services. The following are highlights of the many accommodating services for students who have documented disabilities.

What Does the University Disability Service DO:

- Facilitate effective, reasonable accommodations and services
- Extended time, audio recording, alternate format, scribe/reader, use of assistive technology
- Review documentation - primary, secondary, third party
- Determine eligibility
- Meet with students to determine accommodations
- Notify instructors about and assist instructors with the accommodations and the procedures to follow
- Spring 2015- 1099 students registered.

Selected Facts:

- Not all students who have disabilities are registered with the DSO.
- It is a **personal choice** not a requirement to disclose a disability to the University and to request accommodations.
- Must disclose to receive reasonable accommodations.
- Most of our students have “hidden”/invisible disabilities
- National statistics indicate about 9% of students in college report disabilities. NC State student enrollment is over 34,000 students.

Some Disabilities:

- ADHD
- Mental Health
- Learning
- Vision Loss
- Hearing loss/deafness

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- Orthopedic/Mobility
- Chronic Illness
- Brain Injury
- Autism Spectrum/PDD
- Respiratory
- Neurological

Reasonable Accommodations:

- Alternate Format –Electronic/Digital, Large Print Braille, Audio, Tactile
- Assistive Technology- Screen Enlargement, Screen Readers, Magnification, CCTV, Refreshable Braille Display, Livescribe Smartpen, Assistive Listening Systems
- Note Taking Provisions
- Priority Seating
- Priority Registration
- Extended Time on Tests
- Scribe/Reader/Lab Assistant

NC State Is Not Required to:

- Reduce or waive essential requirements of a course or program
- Provide personal attendants
- Provide personal or private tutors
- Prepare Individual Education Program (IEP)

Student Success:

- Student should be a self-advocate
- Student should know:
 - How the disability affects or limits in an academic environment
 - What accommodations are needed and have been effective in the past
 - Differences in the laws, and
 - Rights and responsibilities as adults and college students
- Colleges provide equal access to programs and facilities. They do not ensure student success.
- Student must self-disclose disability to NC State Disability Services Office and initiate accommodation request.

What you can do:

- Contact the Disability Services Office for information about accommodations and services.
- Make sure your classroom, office, and your services are accessible to all students. Make sure everyone feels welcome and can participate.
- Provide multiple, flexible options for participation in the spirit of Universal Design. e.g. email, online options.
- Have an accommodation statement on your syllabus, website, and all program announcements.
- If a student requests an accommodation and you do not know how or whether to provide it - contact us.
- Questions? Contact us at disability@ncsu.edu

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Roll Call: Nancy Phillips performed roll call for quorum and accuracy.

Budget Update:

Corrinda Watkins reported a balance of \$1,160.56.

Resolutions:

Parliamentarian Jim Stewart shared the following Resolutions (see below). Senators voted and passed Feed the Pack Pantry and an Act to encourage the University, the state of North Carolina, and the U.S. Government to create an Indigenous people's day in order to celebrate indigenous peoples' culture

A RESOLUTION TO BE ENTITLED AN ACT TO SUPPORT FEED THE PACK FOOD PANTRY AT NC STATE AND IN THEIR MISSION TO FIND A SUITABLE, ACCESSIBLE AND PERMANENT SPACE ON THE UNIVERSITY CAMPUS

Short Title: Feed the Pack Pantry Resolution

Sponsors: Executive Committee, Robert Davis Chair

Secondary Sponsors:

Signatories: Robert Davis Chair of the staff senate

Referred to: Staff Senate Executive Committee from a presentation from the Feed the Pack Food Pantry

Version: 2st Version

First Reading: May 6, 2015

WHEREAS, Feed the Pack is a community based initiative sustained by the NC State community to combat food insecurity experienced by members of the Wolfpack family which includes staff, students, faculty and their families. And,

WHEREAS, since its inception in the fall of 2012, the pantry has served over 1200 visits and the number of visitors is increasing. The goal of Feed the Pack is to ensure that no member of the Wolfpack community lacks access to nutritional support on campus. And,

WHEREAS, the current pantry resides in Harrelson Hall. And its lease will end in the spring of 2015 requiring a relocation of the food bank. Currently the only options available are temporary. This will require another relocation in a few years. If Feed the Pack were unable to find a suitable permanent space, staff, students, faculty and their families could go without sufficient food resources. And,

WHEREAS, Feed the Pack is necessary and important for the growth and success of the NC State community as a whole. And,

WHEREAS, Feed the Pack needs a viable space that can be reasonably located and easily accessed by its users. And,

WHEREAS, the food pantry needs a space when visitors can be safe, anonymous and easily get assistance to sustain themselves or their families.

WHEREAS, The Feed the Pack food pantry needs enough space to allow sufficient and proper storage of all the donated food. It should be large enough to cover an expansion of inventory during peak times of year or through the natural growth of the pantry. And,

WHEREAS, Feed the Pack needs to be recognized and supported by the NC State administration, Faculty,

staff and students to allow for expansion and growth of this program. And,

WHEREAS, Feed the Pack can be a valuable tool which strengthens the image of NC State University. And,

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WHEREAS, Feed the Pack food pantry will always support the Wolfpack family when they need it the most.

RESOLVED, Let us now and here highly resolve that the North Carolina State University Staff Senate urges the NC State administration to recognize the Feed the Pack program as a valuable resource for NC State University. And,

RESOLVED, urges the NC State administration to support the Feed the Pack program by providing a suitable permanent space where Feed the Pack can grow and expand as needed in the future.

A RESOLUTION TO BE ENTITLED AN ACT TO ENCOURAGE THE UNIVERSITY, THE STATE OF NORTH CAROLINA, AND THE U.S. GOVERNMENT TO CREATE AN INDIGENOUS PEOPLES' DAY IN ORDER TO CELEBRATE INDIGENOUS PEOPLES' CULTURE

Short Title: Indigenous Peoples' Day Celebration Act

Sponsors: Staff Senate

Secondary Sponsors:

Signatories: Robert Davis Chair of the staff senate

Referred to: Staff Senate Executive Committee based on a presentation from the NC State Student Senate

Version: 1st Version

First Reading: May 28, 2015

WHEREAS, North Carolina State University is committed to fostering an inclusive, accessible, diverse, intellectual and cultural campus experience and,

WHEREAS, the University has a responsibility to oppose racism, exclusion, ignorance and hatred and,

WHEREAS, the group of students, faculty and staff that identifies itself as the Indigenous People seek to end the racism toward the indigenous people and,

WHEREAS, racism towards the indigenous perpetuates high rates of poverty and income inequality, exacerbating disproportionate health, education, and social crises; and,

WHEREAS, racism on campus towards the indigenous peoples harms the university by limiting the involvement, contributions and ideas from the indigenous and,

WHEREAS, the university values the many contributions made and can be made to our community by Indigenous People; and,

WHEREAS, the university should promote the closing of the equity gap for Indigenous Peoples through their policies and practices and,

WHEREAS, those policies should ensure greater access, opportunity, and honor our nation's indigenous roots, history, and contributions; and,

WHEREAS, on 4 February 2014, the NC State University Student Senate adopted a resolution to celebrate Indigenous Peoples' Day and,

WHEREAS, the North Carolina State University Staff Senate's role at the university is to support the staff, administration, faculty and especially the students of North Carolina State University in their pursuit of education, research and leadership to the entire state of North Carolina and be it further,

RESOLVED, That the North Carolina State University Staff Senate urges the chancellor, board of trustees and other university leadership to officially create, recognize and celebrate Indigenous Peoples' Day and be it further,

RESOLVED, That North Carolina State University Staff Senate will work to promote and

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transform this day into a productive day by integrating an educational component (i.e. campus programming discussing the history and culture of indigenous people).

Elections: Donise Benton, Elections Committee Chair announced that voting will take place for the following officer positions:

Chair-Elect:

Angkana Bode

Vice Chair:

Nikki Cofield

John Starbuck

Parliamentarian:

Jim Stewart

Affinity Groups:

Deb Luckadoo introduced the following Affinity group speakers:

- Joe Johnson - African American Faculty and Staff Organization
- Wyona Goodwin - WINGS
- Angkana Bode - Asian/Asian American Community Network

Joe Johnson reported on the African American Faculty and Staff Organization at NC State. The Association was formed in the fall of 1970's. Its official mission is to foster a greater sense of community and mutual support among the Black faculty and staff of the University through mentoring and networking in an effort to provide an organized support system that will enhance the cultural diversity within the University, as well as enhance and support the academic mission of the University. Visit: <http://oied.ncsu.edu/aafso/> for more information on how you can get involved.

Wyona Goodwin reported on W.I.N.G.S - Women Involved in Networking, Giving back, and Service. The Staff Women's Network is open to all staff (SPA & EPA) women in the NCSU network. They have adopted a rotating leadership model, with three members serving as the leadership team to plan meetings for 3 month stints. Their goals include creating a strong network of women who support each other as well as serving our community on and off campus.

Angkana shared information on the Asian/Asian American Community Network. With OIED - Dr. Deb Luckadoo's great support, this affinity group has reached out to the campus community since September 2014. The effort has identified students' crucial needs which raise concerns among caring staff and faculty in the university system.

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Identified Problems:

Asian/Asian Pacific Islanders (AAPI) Students have a disparity in their counseling need (i.e., 5% of student population accounts for 8% of the counseling record.). Despite being the second largest minority student group on campus, NC State ranks last in "AAPI Services" among our peer institutions, see the chart below.

AAPI Services	Colorado State University	Georgia Institute of Technology	Iowa State University	Michigan State University	North Carolina State University	Ohio State University	Pennsylvania State University	Purdue University	Rutgers University	Texas A&M	University of Arizona	University of California Davis	University of Florida	University of Illinois at Urbana-Champaign	University of Maryland-College Park	University of Wisconsin-Madison	Virginia Tech	Total institutions providing services out of 17
1. Full-time staffed AAPI centers (stand alone)	1							1	1					1				5
2. Integration of AAPI within multicultural centers			1	1		1	1			1		1	1		1	1	1	10
3. Mentorship program(s)	1			1		1	1		1	1								6
4. Symposium/cohort/orientation			1	1		1	1			1				1	1	1		8
5. Academic achievement program(s)	1		1	1		1	1			1	1					1	1	9
6. Scholarships	1		1	1		1			1		1	1	1	1				9
7. Library	1		1						1			1	1	1	1	1	1	9
8. Studies certificate/minor/major				1		1		1				1	1	1	1	1		8
9. Studies Courses	1		1	1		1	1	1	1			1	1	1	1	1	1	12
10. Awards ceremony and/or graduation	1		1			1	1		1	1		1	1	1		1		10
11. Alumni group/chapter							1	1			1	1	1	1	1	1	1	9
Total services provided out of 10*	7	0	6	8	0	8	7	4	6	5	4	7	7	8	7	8	3	

For Fiscal year 2015-2016, monthly lunch meeting for this affinity group is being formally established and will be open to all who are interested.

Chair's Report:

The chair was active in the last period. Some of the activities are as follows:

- 5-18 The Chair attended the University Diversity Advisory Committee. This year he has served on the Staff Task Force.
- 5-19 The Chair was a speaker at the CALS Food For Thought Series. The topic was "I've Got a Feeling: Hidden Obstacles to Hiring and Promoting a Diverse Workforce."
- 5-20 The second Chair's Series took place on May 20 in the Staff Senate Chambers. The title of the program was "Women Going Forward"

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- 5-27 The chair met with the Director of North State Sustainability and the Chair of the Resources and Environment Committee, David Kelly. The two have been selected as Co-Chair of the new Staff Stewards Program
- 6-8 The chair has formally joined the Seat At the Table Inc. and will chair the Community Relations Committee starting in July.

Chair-Elect:

No report.

Vice-Chair:

Christine Epps shared the following:

I have been honored to volunteer alongside our Senators for the past four years. I am rolling off of Staff Senate but I will continue to fulfill my commitment as Co-Chair for the Green Zone of Packapalooza and I look forward to volunteering with everyone on August 22nd for that event.

Diversity:

No report.

External Affairs:

No report.

Governance:

No report.

Human Resources:

Submitted by Angkana Bode, Chair

1) HR committee continues with our active participation with Outreach & Engagement on their important task: NC State Outreach & Engagement Strategic Plan. Angkana will brief the Executive Board on the O&E 's latest plan in late June.

2) Shanna Harwell reported successful responses to our sponsored sessions with the Crafts Center: all seats were filled in record time for all 5 sessions.

June 10 - LnL, noon to 1pm,

July 14 - Woodturned Bowls, 5:00-8:00 pm, \$5 fee

July 14 - Clay Boxes, 5:00-8:00 pm, \$5 fee

July 21 - Woodturned Bowls, 5:00-8:00 pm, \$5 fee

July 21 - Clay Boxes, 5:00-8:00 pm, \$5 fee

Public Relations:

Submitted by Cathi Phillips Dunnagan, Chair

- Using MailChimp, we've sent emails to 5,700 Staff members (only 110 email addresses bounced - meaning that the address is no longer in use)
- 4,434 opened the email for a list average across the 3 emails of 47.8% open rate
- We have a click rate of 10%, meaning that 738 people clicked and opened the links in our Upcoming Events!

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- Wellness Email had highest open rate at 53.6% open rate!

ANNOUNCEMENT!

Talley Tour Today - guided tour 30-45 minutes

Our Tour Guide will meet us in the Senate Chambers immediately following our Staff Senate Meeting.

Resources and Environment:

Nothing new to report.

Elections Results are as follows:

Chair-Elect – Angkana Bode

Vice Chair – John Starbuck

Parliamentarian – Jim Stewart

Old Business:

None

New Business:

None.

Announcements:

Reminder – Staff Senate Retreat is July 8th.

The Staff Senate meeting was adjourned at 12:00 p.m.

Respectfully submitted by Nancy Phillips, Staff Senate Administrative Assistant