

NC State Staff Senate

Wednesday, April 3, 2019

Talley Student Union, Governance Chambers

Present: Kate Shirley, Kelly Vogel, Emily Gower, Breanna Collins, Shawn Colvin, Hayley Hardenbrook, Mollie Khanna, Cathi Dunnagan, Janice Sitzes, Holly Sullenger, Joyce Barron, Amy Parker, Sara Searcy, Sara Lane, Beth Rosen, Rasha Qudsieh, LaTonya Scott, James Draper, Becky Castello, BJ Okleshen, Cathy James, LaToya Lucy, Lisa Forrest, Marsh Bailey Curtis, Tracy Brown, Helen DiPietro, Andrew White, Richard Sapienza, Joe Sutton, Joshua Green, John Grimes, Donise Benton, Melissa Jackson, Elizabeth Dyer, Alan Porch, Jason Painter, Lynn Doby, Katie Bennett, Mindi James, Stefanie LaJuett, Leigh Watkins, Yolanda Sanders, Connor Brady, Bradford Hill, Brian Mathis, Ebony Peterson, Ben Strunk, Evelyn Buck, Cecilia Dorado, Monique Merriweather-Yarborough, Angela Nicholson, Emanuel Guzman, Brittany Bell, Adam Bensley, Anthony Fortune-Linton, John Starbuck, Lib McGowan, Ranjani Rajagopalan, Daniel Colleran, Jaelyn Phelps, Annaka Sikkink, Manley Cospers, Pat Gaddy, Tiffany Viator, Rhonda Greene

Excused: David Hawley, Ken Roth, Michelle Healey, Dannica Wall-Prestage, Kiresten Branch, Joe Matisse, Barbara Sutton, Jill Phipps

Unexcused: Ashley Dockery

Call to Order

- Chair, Dr. Jason Painter called the April 3, 2019 meeting to order.

Approval of the March 6, 2019 Minutes, Connor Brady, Parliamentarian

- Connor Brady called for a motion to approve the March 6th minutes. Senator Lib McGowan, stated that she would like to see the changes that were made to the bylaws recorded in the minutes. The minutes were approved with the following update:
<https://drive.google.com/file/d/1U2d6lUmUKAqkcy6M1xdH9GBWBOCOX6PX/view>

Chair's Report, Dr. Jason Painter

- Chair Jason acknowledged the following guests:
 - Sarah Willis, CHASS Human Resources
 - Tracy Parsons, On-Campus Marketing Coordinator, shared information on Campus Smiles <http://campus-smiles.com/ncstate>
- Staff Senate Video
 - <https://drive.google.com/file/d/1Du6MRJBaXfBVQ6ZmcpjL8wRhZRHQMqWn/view?usp=sharing>

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- UNC Staff Assembly meeting update, Helen DiPietro
 - SEANC is trying to increase its membership among state employees and is committed to protecting and enhancing the rights and benefits of current, retired and future state employees. <https://www.seanc.org/>
 - House Bill 184 - Study State Health Plan (we are not supporting) <https://www.ncleg.gov/Sessions/2019/Bills/House/PDF/H184v1.pdf>
 - House Bill 442 - Paid Parental Leave (we are supporting) <https://www.ncleg.gov/Sessions/2019/Bills/House/PDF/H442v0.pdf>
 - Career Banding - Matt Brody, VP and Chief HR Officer for the UNC System discussed career banding, which was implemented in 2008. Salary ranges for career banding have not been updated since 2008. A new state wide compensation system was brought about on June 1, 2017. Mercer consultants were hired to study the compensation, and the study showed that North Carolina salaries trailed the market by 17% since 2007.
 - January 2018 the legislature approved a 5% market increase.
 - Score card for compensation – 10% of employees are above 10% of the market rate, 44% of employees are either at 100% to 110% of the market rate, 35% of employees are at 90% to 99% of the market rate, and 11% of employees are less than 90% of the market rate.
 - Governor's budget currently shows a 1.5% increase for employees or \$500, whichever is more. The UNC Board of Governors would like the increase to be equal to other state agencies and their only limitation is it to be funded.
 - Reduction in Force policy change - now requires a permanent loss of funding for any Rif action.
 - UNC System Bylaw Changes - anyone that substitutes for the chair and chair-elect are not able to vote, only the acknowledged alternate can vote. They introduced eliminating all standing committees, only keeping two adhoc committees.
- UNC Staff Assembly Resolution
 - Staff Assembly passed a resolution on adverse weather condition. The proposal would change Condition 2 removing leave penalties from employees who are not able to telecommute during adverse weather.
- Staff Senate Retreat
 - Save the Date - Thursday, June 27th, McKimmon Conference and Training Center.

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- Dan Allen Parking Deck Situation
 - Chair Jason spoke to Major David Kelly, about the concerns he received regarding the incident. Major Kelly shared that there are HIPAA and FERPA guidelines, so he was not at great liberty to speak about specifics, but he did share that the person was already apprehended and there was no threat to campus. Major Kelly wanted the Staff Senate to know that their highest priority is to keep NC State safe and protected, and if there was anything of great threat or any danger to our safety, we would know immediately.
http://www.technicianonline.com/news/article_4dffdf8c-47aa-11e9-ad7c-cbbe8bd8111e.html
- Chancellors Cup Golf Tournament is taking place on Wednesday, May 15 at the Tobacco Road Golf Club in Sanford.
- Officers and Standing Committee Chairs nomination form will be sent soon. Voting will take place at our May 1st Staff Senate meeting. Nominations will close on Wednesday, April 24, 2019. Senate Officers and Committee Chairs election candidates that accept the nomination, will be asked to provide supervisor approval and a written bio.

Administrative Updates, Marie Williams, Associate Vice Chancellor for Human Resources

- AVC Williams shared that she really enjoyed the staff senate video, reporting that one of the roles of the Staff Senate is to help university leadership address issues that are of concern to staff.
- Child Care Update
 - We are finding ways as an institution to increase access and capacity for our eligible NC State families. As a reminder, we have a new drop in benefit, which is at a discounted rate. <https://benefits.hr.ncsu.edu/childcare-resources/>
- Employee Engagement Survey
 - Advisory working group meet every two weeks.
 - Working with academic affairs to tie our action plan goals with the university strategic planning goals, noting that Cathi Dunnagan also serves in this group.

Questions:**Engagement Survey**

- Has there been directives for individual colleges or divisions to work on their own plans regarding the engagement survey or is it just at the broad institution level? AVC Marie discussed the Chancellor's memo found here: <https://hr.ncsu.edu/employee-engagement-survey/>

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WolfTime

- Is it ever going to be possible for employees to edit their own time before the supervisor approves? AVC Marie shared there has been some preliminary conversations, but we are in the process of having focus groups with employees on campus, to get a sense of what enhancements employees would like to see, noting that some may be in future year(s).
- Comp time vs. overtime updates? AVC Marie is meeting with the wolftime team on Monday to brief her about what they have come up with for potential options.

Focus Groups

- Can any campus employees be included in the focus group for wolftime? AVC Williams reported any one can, no restrictions, please send your name, so I can have Erin Amari reach out to you. Any enhancement suggestions can be emailed to wolftime@ncsu.edu

Jeff Bandini, Associate Vice Chancellor University Real Estate & Development

- Centennial Campus was created in the 1984 initiated by Governor James B. Hunt and the General Assembly.
- Created as a partnership between the university and the private sector.
- 75 private companies are currently operating on centennial campus, 6005 employees
- “Our mission is to become the premier destination for innovative collaboration between business, research and education “Chancellor Woodson.
- Oval Innovation District at Centennial Campus presentation can be viewed here: <https://realestate.ncsu.edu/wp-content/uploads/2019/04/Innovation-District-2019.pdf>

Committee Reports:**Governance/Elections Pat Gaddy**

By Laws

- Revised bylaws are with AVC Marie for review.

Elections

- Elections kicked off today
Nine Districts having Elections:
32 open seats

Districts 44-Facilities

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- Ballots were folded and labeled during meeting and dropped off at Mail Services.

Human Resources, LaTonya Scott

- Lunch & Learn: Faculty & Staff Assistance Program on April 16th. Flyer and sign up should be coming out with this week's newsletter.

Public Relations, Sara Lane

- **Constituent Email:**
 - Every district sent it out this past month. Great job!
- **Newsletter:**
 - We're working on modifying the content to be more relevant to staff specifically.
- **Video/Billboards:**
 - The Staff Senate video is edited all except for the final shot.
- **Website:**
 - We updated the license for the Shout-Out form and automated the form.
 - We're going to revive the Staff Bucket List and put it on the website.
- **Calendar:**
 - We automated the calendar to update events submitted through the publicity form.
- **Social Media:**
 - Posts are scheduled through the beginning of May

External Affairs, Mollie Khanna

- Discussed committee section of by-laws
 - Reviewed our committee mission and purpose.

Resources & Environment, Beth Rosen

- Guest speaker – Amy Grubbs from the onboarding office was with us to discuss the program and process with regards to getting sustainability options added to the onboarding program.
- Carla Davis spoke about the upcoming events we have scheduled (Design build and Earth Day) and we talked about the possibility of doing a Dix Park Sunflower Garden tour in July.
- The edible garden experienced an unfortunate mowing accident and was partially damaged, so we decided that we would move the edible garden event to mid-August, possibly as part of Welcome Week.

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- Discussed the past executive board meeting with the REC and that the suggestion was made to change our name by one of the other chairs. The committee talked about our mission statement having changed in March and that they would prefer to keep the name that we currently have, as that matches the mission statement.
- Richard spoke briefly about an electric vehicles survey that he was given and I told him I would be happy to distribute to our committee and see if Staff Senate as a whole would be willing to send it out.
- Upcoming events:
 - April 17 - Design Build Tour 12 -12:45pm
 - April 22 - Earth Fair 10am-2pm Brickyard
 - May TBD - Bike to work day/possible bike ride?
 - June TBD - Power plant tour (Centennial Campus)
 - Aug TBD - Edible Garden event

Diversity, Cecilia Dorado

- Non-Traditional Parent Panel
 - Dates: April 11, 10 -11:30 AM in Witherspoon
 - WSC 126 - The Washington Sankofa Room
- Panel Members
 - Moses Greene
 - Former foster parents
 - Asha Logan
 - Single parent of a diverse child
 - Crissy Williams
 - Special Needs Parent
 - Alyssa Rockenbach
 - LBGTQ Parent
 - Faculty & Staff Assistance Program (FASAP) representative
 - Cecilia has contacted HR and Monique will come to talk
 - Reach out to Roy Baroff (Melissa)
 - Cecilia reached out to Project Enlightenment, but the call was disconnected. She is hoping to either set up sign up sheet for parents to go tour the facility, right off campus.
- Sent schedule out to panelist to check for complications.

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- Melissa made an RSVP form and submitted the event announcement info to Staff Senate online.
 - The PR Committee and Diversity Digest will be present for publicity.

Computer Loan Program, Joe Sutton

- The computer loan program is currently working on the annual renewal process. We also lost 2 members due to resignations over the last few months, so we are down to 3 members. As the computers are returned, we are either updating them or sending them to surplus, depending on the condition of the laptop. If you could ask your various departments/colleges, if they have computers, they no longer need, to contact the computer loan program or Joe Sutton to see if they can be used.

Employee Experience and Relations, Andrew White

- The Employee Experience and Relations Committee is working on further developing the Staff Advisory Council Models and have sent the draft models to University HR for feedback. We are awaiting a response. The committee is continuing to receive requests for these models from other Districts which is an encouraging sign that District Leaders are receptive of this council.
- We have asked the Staff Senate Chair and Chair Elect if there is anything that we can do to assist with developing a University Standing Committee on Transportation, and we are awaiting a response.

New Business:

- Chair Jason reported that he would like a voting adhoc committee to review recommendations regarding on-line voting for facilities. Lib McGowan shared that she would like this committee to include senators that are currently receiving paper ballots, in order to discuss any concerns that may arise.
- Annaka Sikkink is interested in being a part of discussions on behalf of Campus Enterprises. She shared that it might actually be a bigger issue about computer access for many purposes (benefits, wolftime, training, etc.). Sharing that they have a lot of staff who have neither access to computers nor computer literacy (in some cases English language literacy) to access necessary online resources.

Old Business:

- Continue to send wage compression stories to Chair Jason.

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Adjourn:

- 11:55 a.m.

Respectfully submitted by Nancy Phillips Staff Senate Admin.