

NC STATE Staff Senate

General Meeting Minutes

April 4, 2018

Talley Student Union, Governance Chamber

Present: Steve Bader, Katie Bennett, Adam Bensley, Angkana Bode, Connor Brady, Carissa Burroughs, Nikki Cofield, Breanna Collins, Helen DiPietro, James Draper, Paul Feucht, Pat Gaddy, Rhonda Greene, Jessica Griffin, Emanuel Guzman, Shanna Harwell, David Hawley, David Herpy, Miriam Hines, Rodney Holmes, Charles Jones, David Kelly, Sara Lane, Lib McGowan, Monique Merriweather-Yarborough, Tenille Naumann, BJ Okleshen, Jason Painter, Cathi Phillips Dunnagan, Alan Porch, Ranjani Rajagopalan, Danna Ripperton, Yolanda Sanders, Karin Sandler, Ashley Schwed, LaTonya Scott, Janice Sitzes, Lena Smith, Sabra Stipe, Ben Strunk, Joe Sutton, Allen Thompson, Kimberly Zugay, AVC Williams

Excused: Katherine Brownlee, Richard Corley, Randy Davis, Jan Gaines, Shawnda Hill, Angela Nicholson, Amanda Petty, Beth Rosen, Richard Sapienza, Wendy Silver, Sabra Stipe, Holly Sullenger, Tiffany Viator, Kelly Vogel, Mindi James, Dannica Wall-Prestage, Stefanie LaJuett, Ashley Dockery

Absent: Melissa Cardez, Juan Robson

Call to Order

- Cathi Phillips Dunnagan, Chair of the Staff Senate, called the April 4th Staff Senate meeting to order.

Approval of the Staff Senate March 7, 2018 Minutes

- Tenille Naumann Parliamentarian called for a motion to approve the March 7th Staff Senate minutes. Minutes were unanimously approved.

Human Resources Update, Marie Williams AVC for Human Resources

- AVC Williams has been selected as Chair-Elect for the College and University Professional Association for Human Resources (CUPA-HR). AVC will begin her term on July 1st. <https://news.ncsu.edu/2018/03/williams-named-chair-elect-of-hr-association/>
- David Perryman has been selected as President-Elect for NC CUPA-HR <http://chapters.cupahr.org/nc/>
- Amy Grubbs has been selected as Chair-Elect for the CUPA-HR Southern Region Board of Directors <https://www.cupahr.org/about/region-boards/southern-region-board-directors/>
- AVC Williams will be giving a presentation overview of the HR Assessment Study at the next Staff Senate Meeting.
- Two new employees will be joining Employee Relations.
- Employee Engagement Survey, 57% online participation, 54.1% total participation (online and paper surveys). AVC Williams will be sharing the stats when these become available.
- Management Essentials - getting great feedback, please sign up if you haven't done so.

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- Faculty and Staff Appreciation Event 11:00 a.m., Saturday, April 7th, weather permitting. Game time is at 1:00 p.m., Carter Finley Stadium.
- AVC Marie Williams met with the Governance Committee to review the bylaws.

Catherine Reeve, Director of Transportation

NC State Transportation Program Updates:

- <https://drive.google.com/file/d/0BxjL-0tSpxEPM3BtTGJ6QWZkNllqcjgxTEhNSnpIMnINU1JB/view?usp=sharing>

Amy Grubbs, Onboarding Manager

Offboarding

- Resources and Checklists: <https://onboarding.ncsu.edu/offboarding/>
- Presentation to the Staff Senate: <https://drive.google.com/file/d/0BxjL-0tSpxEPcmo2LT15YnIHxzhYckFZelhPMVdpWnRlaU5r/view?usp=sharing>

Chair's Report, Cathi Phillips Dunnagan

- Recognized Rodney Homes for volunteering his DJ skills for two years for our Dancing Around the World event.
- Encouraged Senators to run for Office.

Committee Reports:

- **Governance/Elections, Helen DiPietro**
Staff Senate elections went live this morning, April 4th. The Committee under Shanna Harwell's leadership has worked hard to vet candidates and set up ballots. Paper Ballots will be addressed and sent out on Thursday, April 5. Elections has set up a new email to track election-related issues. Elections-committee@ncsu.edu.
- Nominations for officers will likely open later this week (with early next week as a backup) and close early May (TBD, but a few days after the May general session) Please consider serving.
- The committee met with AVC Marie Williams to begin the review of revised bylaws. More meetings are needed to complete the review, including one with Todd Driver to determine which employees are eligible for membership to Staff Senate. At this point, the objective is to have the new bylaws in effect by July 2019.

Human Resources, Yolanda Sanders

- March Madness Pack the Shelves was a success! Our promotional flyer helped bring recognition to those Colleges/Units/Divisions who are

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sponsoring a shelf for one year. We were able to increase the Pantry's contributions between March and April.

- Working on scheduling a volunteer event at the Feed the Pack Food Pantry with employees from TIAA-CREF Employees. Date and time TBD.
- Jennifer Gilmore with Campus Enterprises would like to partner with Staff Senate to form a 5:01 committee that is tied to Staff Senate events. Our first event is a Staff Senate Meet and Greet (after 5 pm) prior to our retreat. Date and time TBD. Further discussion on future events.
- Finalizing a Clothes Drive with Wolfpack Styled Professional Clothing Closet. Date and time TBD.

Public Relations, Steve Bader

- Nothing new to report.

External Affairs, Ashley Schwed

- NC State's new proposed tuition is \$8,896 for In-state and \$28,239 for Out-of-state.
- School Safety Rally at UNG on March 29.
- Margret Spellings met with Representatives as Co-Chair of the MyFutureNC Commission to write goals for Pre-K to College.
- Green Party is now an official Third Party.

Resources & Environment, Janice Sitzes

- Volunteer opportunities for the April 6 Habitat for Humanity Brickyard Build are full.
- Due to weather forecasts, Earth Fair is rescheduled to April 11. Resources & Environment Committee (REC) will continue to have a table at the event.
- The first social greenway bike ride, scheduled for March 21, was cancelled due to snow; the April ride will take place April 18.
- The agroecology farm tour is scheduled for April 27. There are currently eight people registered (promotion of the event has not gone out yet).
- A second round of volunteering at Shepherd's Table soup kitchen is scheduled for Friday, May 25 (the Friday before Memorial Day weekend). There are currently six people signed up, of the eight that are needed.
- REC is partnering with the Sustainability Office (Carla Davis) to create a Sustainability Partners program, similar to that at the University of Virginia, for anyone on campus who is interested in sustainability. We will have a sign-up list at the Earth Fair. This is a natural extension of REC and will make people more aware of REC programs and get more people connected.
Tentative programs/schedule:

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- May – Get Back on the Bike. Two-day event with classroom introduction/overview, followed by a guided ride (similar to the program REC offered in spring 2017).
- June – Floating Islands.
- July – Talley Tour with possible visit to the rooftop garden.
- August – Solar Car. SolarPack, NC State’s solar car team, is currently building a four-seater solar car for entry into a national competition in July.
- September – Pollinator Garden and the importance of bees.
- October or November – Let’s Talk Trash. A quasi-repeat of the program REC offered in February, this two-day program would include a presentation by Lani St. Hill and a tour of the area landfill.

Diversity, Karin Sandler

- The second annual Dancing Around the World event was a big success! Over 107 people participated including undergraduates, graduate students, staff, faculty, visiting scholars, and guests. Attendees were from all over campus including Colleges of Sciences, Engineering, Humanities and Social Sciences, Education, Veterinary Medicine, and Textiles. Staff Senate sponsored this event with support from the McKimmon Center for Extension and Continuing Education, the CALS Diversity and Inclusion Office, the Office of International Services, the Global Training Initiative, the Intensive English Program, and the NC State Engineering Foundation.
- Bachata, swing, and a Russian circle dance were taught as mini lessons. Performances included tango, swing, rumba, belly dancing, and dabke. Special thanks to Rodney Holmes, a fellow staff senator, who donated his time and services as a professional DJ for the event.

Computer Loan Program, Joe Sutton

- Computer Loan Program has 110 Active Participants, 9 who have been in the program less than one year. 28 participants have been in the program between 2-3 years. 57 participants are employed with Housekeeping.
- The program has 167 machines: 134 Windows and 33 Apple computers.

Vice Chair David Herpy reported on the following:

Old Business

- **Staff Senate Build-A-Block Day** - Our final Staff Senate Build-A-Block Day for the academic year is scheduled for Friday, April 6th. We will be joining the Habitat for Humanity NCSU Chapter for their Brickyard Blitz, during which we will construct framing for 3 houses on the Brickyard. Both the morning session from 8-11 a.m. and the afternoon session from 1-4 p.m. are full. Here is the registration link: <http://vhub.at/brickyardblitz>

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- ***MCD Allowance for SHRA and EHRA Non-Exempt Employees*** – Vice Chair Herpy followed up with the Controller's Office on this. David Price, University Controller's response on March 23 was: "I apologize for the delay in responding to your question. Management has been discussing this issue, but a final decision has not been made. We will make this a priority and get back in touch with you next week." However, Herpy has not yet heard back from Price, but does not want to keep emailing him. Herpy will wait to allow Price to provide an update.

New Business

- ***Phased Retirement for EHRA Non-Faculty Employees*** – Vice Chair Herpy reached out to Joe Williams, Director of Benefits and Compensation, regarding this inquiry. The following was his response: "Thanks for your email. Currently in the UNC System policies, phased retirement is only approved for tenured faculty who meet certain age and retirement plan participation criteria. A change in the policy to allow EHRA non-faculty or SHRA employees would require legislative authority from the General Assembly and UNC System Board of Governors action. The laws are designed around the various retirement plans and allow the exception to the six-month break in service rule for those in the State Retirement Plan (TSERS) within phased retirement for tenured faculty. A recommendation like this would have to percolate up through campuses and eventually become a legislative agenda item from the UNC System to the General Assembly. The General Assembly would then have to consider it and pass legislation to allow it. This may be an uphill battle and with other pressing items with the UNC System and General Assembly, the odds are slim on this one."

Adjourn:

- 12:00PM

Respectfully submitted by Nancy Phillips, Staff Senate Administrative Assistant