



## ***Minutes of the Staff Council Meeting***

September 29, 2011

### **I. Call to order**

Kay Bosworth called to order the regular meeting of the UNCSA Staff Council at 11:05am on September 29, 2011 in the Eisenberg Social Hall.

#### **Representatives in Attendance**

Stephen Atkinson, Kay Bosworth (Chair), Abby Coleman, Darren Chiott, Christina Dowell, Mary Graves, Bill Huesman, Bobby Jackson, Alex Johnston, Leslie Kamtman, Sarah Lawrence (alt.), Diane Millette, Lauren Partin, Kathi Rainwater (alt.), Alexandra Rhoton (alt.), Erik Salzwedel, Russell Scott, Nyambi Shannon, Elizabeth Spruill, Christia Thomason, Dolores Watson  
Visitors – Leah Dula Brown, Jim DeCristo, Paul Valoris, Suzanna Watkins, Jennifer Wells

#### **Welcome –**

Kay thanked the retiring Representatives and Alternates.

She also expressed her appreciation for everyone's work during the last year and called it a "huge success." She has had a wonderful year as chair and would encourage anyone inclined to take a leadership role in Staff Council. It affords the opportunity to meet and work with the wonderful staff members of UNCSA.

### **II. Approval of minutes from last meeting**

Minutes of the May meeting were approved (moved Diane Millette; second, Alex Johnston)

### **III. Committee Reports**

#### **A. Membership and Elections Committee –**

- a. A certificate of appreciation was presented to Kay Bosworth.
- b. Mary reported that we have about 20 new employees in the past months; we no longer have handmade mugs to gift and are considering other options like green water bottles.
- c. Some district elections for Reps are still incomplete.

#### **B. OFFICER ELECTIONS**

- a. Chair ~ Darren Chiott and Nyambi Shannon introduced themselves and gave a bit of background and their approach to Staff Council for the coming year.
- b. Vote by ballot - **Nyambi Shannon** elected Chair for 2011-12

#### **C. Professional Development Committee –**

- a. Leslie will call a meeting next month Plan activities and projects for the year. Call for members and ideas. Any staff member may serve on a committee, even if not a Rep or Alt.

#### **D. OFFICER ELECTIONS**

- a. Chair-elect ~ Elizabeth Spruill and Darren Chiott introduced themselves and gave a bit of background and their approach to the future of Staff Council.

b. Vote by ballot - **Elizabeth Spruill** elected Chair for 2011-12

E. **Social Events Committee** –

Christina reported for Social Events. Ginger had to step down; HR is understaffed. Probably will pursue projects like Holiday Potluck and Pumpkin Contest.

F. **Community Service Committee** –

Kay reported for Community Service. Jamie Moore has projects on campus.

There was discussion about Social and Community partnering on projects and planning. They will plan and publicize a combined meeting.

G. **OFFICER ELECTIONS**

**Erik Salzwedel** was re-elected as Secretary/Treasurer by acclamation.

**IV. General Session**

**A. Old Business** –

Bill Huesman expressed a continuing concern about IV d. in the May minutes. There are still issues of employees not able to attend Council meetings or serve as representatives. The questions was raised, “is a campus-wide staff council mandated for each University?” The wording of the establishment of state-wide staff councils was reviewed and discussed. It did not appear to be clearly mandated, but strongly encouraged. Tom Ross has not publicly addressed the issue.

Staff Council discussed gaining the ear of the Administration at UNCSCA. Jim DeCristo was present and identified himself as the liaison to the Administration and offered to carry issues to the Administration. However, he also pointed out that the Staff Council reports directly to George Burnette and can address issues directly or the Chair may (is expected to) attend the Executive Council every Monday at 3pm.

The Staff Council also has the opportunity to call a meeting with George and the EC before the entire membership once a year.

Jennifer Wells expressed concern regarding morale on campus. She is interested in how the Council could make the workplace more open and welcoming; and encouraged staff to help each other. She noted a current climate of fear in speaking up – fear of losing jobs.

Jim DeCristo offered several options to keep in mind for personnel issues. Address issue first with immediate supervisor. An issue may also be presented to Staff Council. Human Resources can assist employees with a grievance, including guiding them through the official channels of the grievance policy. At the extreme is our internal auditor (contracted with WSSU) which would be a neutral party to hear a complaint or grievance of serious or potentially criminal nature.

Bill Huesman suggested we create and adopt an action plan to take the Staff Council attendance issue to EC.

**B. New Business** –

- i. Employee Appreciation Day will be postponed to the spring.
- ii. There will be no Chocolate Festival this year.

**V. Adjournment**

*submitted by: Erik J. Salzwedel, secretary*