

UNCSA Staff Council Meeting

Draft Minutes from 10/21/21 Staff Council Meeting

Welcome – Darren Chiott, Chairperson

Call for Attendance – Toni Beery, Secretary/Treasurer: Quorum reached, all 13 Districts represented, 76% attendance

Call for 9/16 Meeting Minute Approval – Darren Chiott motioned to approve 9/16 minutes, Krista Smith approved and Latonya Wright Seconded, all were in favor, 9/16 Meeting Minutes approved.

Special Events and Awards – Krista Smith, Chairperson

Lots of Standing Ovations this month: Andrea Whittington, Jordan Jones and the Grounds Department, Sherry Clinton, Lynda Lotich, Bill Lee.

Nominated groups and individuals will receive goodies. All Standing Ovation recipients will have their nominations posted on the Staff Council Website and will be showcased throughout the campus on digital signage.

<https://www.uncsa.edu/myasa/faculty-staff/working-at-uncsa/staff-council/standing-ovation-form.aspx>

Community Service – Latonya Wright, Chairperson

Pickle Pantry donations during Employee Appreciation Week at the Welcome Center on October 27. Please bring Quinoa, brown rice, canned black beans, canned beef stew, sugar, olive oil, almond milk and shelf stable milk including anything else and cash donations. Receive a treat for your donation!

Employee Appreciation Week: Photo Recognition, Professional Development Opportunities, Tie-Dye T-shirts, tokens of appreciation from Administration. <https://www.uncsa.edu/myasa/announcements/20211014-employee-appreciation.aspx>

Perks for UNCSA Employees: <https://www.uncsa.edu/myasa/human-resources/benefits/perks.aspx>

Volunteer with the Happy Hill Community Gardens! Contact Brenda Taylor at btgardner1@gmail.com

Other Community Service Volunteer Opportunities: <https://www.uncsa.edu/myasa/faculty-staff/working-at-uncsa/staff-council/volunteer/index.aspx>

Statewide Opportunities: <https://www.nc.gov/volunteer/volunteer-opportunities>

Professional Development - Elizabeth White, Mack Wilder, Co-Chairpersons

Educational Assistance for classes at UNCSA and other UNC Schools: <https://www.uncsa.edu/myasa/human-resources/benefits/educational-assistance.aspx>.

Professional Development PIE Challenge: <https://www.uncsa.edu/myasa/faculty-staff/working-at-uncsa/staff-council/professional-development-challenge.aspx> Working on retroactively counting HR professional development classes as part of the challenge. Can do Professional Development at work or download the LinkedIn Learning app and do it anytime. Goals for November, take two Professional development courses, either through HR or LinkedIn Learning. There is no set assignment of courses, you pick what you want to improve on. How are you credited for the PIE Challenge? Go to Staff Council Website, Professional Development, “Log My Training”. Also, when you take any HR PD Courses, the ones that count towards the Staff Council PIE Challenge will be identified.

<https://www.uncsa.edu/myasa/human-resources/training.aspx>

Jim DeCristo updates - Nothing new on the state budget. UNCSA goal of State Employee Campaign is \$5,500. We are currently at almost \$2,000. Campaign ends 11/19/21. More emails will be sent out.

Salary Question: “Is the only way we can get a raise through the State Budget, or does UNCSA have money in their budget for employee raises?”

Yes, it is possible for UNCSA to give internal raises. This would involve UNCSA moving internal money around within the departmental budgets, which is hard because there is not a lot of internal money to move around. It would also require re-allotment of recurring funds that would take away from each departments operational funding. Also, per Angela Mahoney, there has to be specific justification for internal salary increases like a classification change, competency level adjustment or labor market change. HR has to follow specific guidelines to provide and is required to report salary increases monthly to Raleigh. This process is on hold for because there is no State Budget at this time. Matching offers is allowed by individual UNCSA departments through retention efforts if funding is available in that department.

Angela Mahoney and Kemora Brownlee - HR: Open enrollment ends 10/29/21, no exceptions. All employees must take action because all active employees have been moved to the 70/30 plan. If you want the 80/20 plan, you must take action. Taking action will also allow you to take the tobacco attestation to save money on your premium. If you do not take action, you will remain in the

70/30 plan and pay more for the subscriber only premium. Virtual sessions are available for those who need help or don't have access to a computer: <https://www.uncsa.edu/mya/announcements/20210914-open-enrollment-begins-in-october.aspx>.

Employee Appreciation week is 10/25/21-10/29/21. Send pictures of your department to Elizabeth White so she can post them on digital signage.

Professional Development courses available on HR Website: <https://www.uncsa.edu/mya/human-resources/training.aspx>, more will be posted.

Terry Harmon - IT : 25 Live on-line, Library will be added next and campus calendars. There is 25 Live training available at 2 pm on 11/2, 11/16 and 11/30. Go to Campus Calendar page, Space Reservation Help to Book a training session. Filling IT positions, one for Tech Support Manager and two technicians.

New Employee Introductions – Valerie Thelen, Membership and Elections Chairperson
Sara Emery, Advancement and Tiwana Hopper-Gould, HR

New Business and Closing Remarks – Darren Chiott

Omsbud Committee needs to be staffed with two staff members; one needs to be the past chair of the Staff Council. If you are interested, email Darren Chiott or use the Dynamic Form link below. Executive Staff Council will choose from applicants. More info on the committee: <https://www.uncsa.edu/mya/integrity/ombuds/structure-and-guidelines.aspx>

EDIB (Equity, Diversity, Inclusion and Belonging) Governance Committee is being formed and needs three staff-at-large members. To start, (1) one year term and (2) two-year terms. Executive Staff Council will pick from the nominations. There will be more information coming about the EDIB Committee.

Employees can sign up for any of the Staff Council Committees here:

<https://nextgenso2.com/sp/startSSO.ping?PartnerIdpld=https://sts.windows.net/07cb7291-f642-4438-8651-0a812770569b/&SpSessionAuthnAdapterId=UNCSA&TargetResource=https%3a%2f%2fdynamicforms.ngwebsolutions.com%2fSubmit%2fStart%2f7b2d2c22-2d7d-4591-87fb-38642d965e54>

For questions issues you want to raise with the Chancellor, email Darren and he will bring it up during his monthly 1:1 meeting with the Chancellor.

Darren made a motion to adjourn the meeting, Terry Harmon approved the motion and Dave Lavack seconded the motion. All were in favor, meeting was adjourned.

Next Staff Council Meeting: November 18, 2021, 11:00 am – 12 noon, SAAB 306 and virtually on ZOOM

*Draft meeting minutes will be emailed to the representatives and alternates to inform co-workers and to facilitate communication. Approved minutes will be posted on the Staff Council website.