

NORTH CAROLINA SCHOOL OF THE ARTS

EPA-NT STAFF COUNCIL 2003-2004 ANNUAL REPORT

The EPA-NT Staff Council, founded in April 2002, serves as an advisory body to the Chancellor of the North Carolina School of the Arts. The Council is an advocate for the interests and concerns of all EPA-NT employees, promoting effective, timely communication and professional growth.

1. Representation within campus community

EPA-NT members continue to be active members of the campus community. Members represented the EPA-NT Staff Council on various campus committees, including the Budget Advisory Committee, the Campus Development Committee, the Diversity Committee, the Chancellor's Governance Chairs Committee, and key search committees, contributing to decisions in the School through this participation.

In addition, the EPA-NT Staff Council Chair, SPA Staff Council Chair, along with the Faculty Council Chair and Human Resources Department, worked with the Chancellor's Office to host a successful Employee Appreciation Day, honoring employees for their service and showcasing some of the "talent" of our Faculty and Staff in a talent show, followed by a luncheon.

2. Developing a Brand Platform at NC School of the Arts

Howard, Merrill & Partners provided information at a meeting of the EPA-NT Staff Council describing the development of a Creative Brief and progress toward the ultimate goal of a Brand Platform. (Their background work had involved several members of EPA-NT staff in intense discussions designed to explore the image and identity of our campus to be perpetuated through the "branding" process.) At the EPA-NT Council presentation, members were encouraged to discuss the results and add their input.

3. UNC system-wide participation

Chairs of EPA-NT and SPA Staff Councils participated in three statewide University staff council meetings this year. The first, in Chapel Hill, allowed us to voice our campus concerns to Molly Broad, Leslie Winner and Cynthia Bonner. Most of the campuses discussed the low morale amongst our employees due to low wages and inadequate staff resources which are needed to enable us to better serve our constituencies. UNCG next hosted, "Being Your Best With Limited Resources", where we worked with UNCG faculty on communication techniques. Our last meeting was a video conference in which we discussed the budget resolutions that each of the campuses approved and forwarded to the General Assembly discussing the state employee pay issue. (Our EPA-NT Council had worked diligently on our resolution to produce an impressive document concerning pay, healthcare costs, standard of living, working conditions and the like.)

4. Morale still an issue

As mentioned above, throughout the UNC system, low staff morale has been reported as an issue. As discussed in the Spring meeting of the EPA-NT Staff Council, members on our campus have the additional pressure of feeling that some departments have received preferential treatment over other departments. This perception adds stress to the managers when dealing with their staffs. It is our hope that a better understanding of the university budget process, with appropriate timing issues, will address this concern in the future.

EPA-NT Staff Council

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An equal opportunity constituent of the University of North Carolina