



EPA-NT Staff Council 2004-2005 Annual Report

The EPA-NT Staff Council, founded in April 2002, serves as an advisory body to the Chancellor. The Council is intended to advocate for the interests and concerns of EPA-NT employees, providing interactive communication, promoting professional growth and encouraging member participation in the School community.

2004-05 Officers

Jane Kamiab, Chair (February 2005 – present)

Donna Sexton, Chair (July 2004 – January 2005)

Linda Burr, Vice Chair (February 2005 – present)

Jane Kamiab, Vice Chair (July 2004 – January 2005)

Jenny Ruggieri, Secretary (July 2004 – present)

Representation within the NCSA Campus Community

Members of the EPA-NT Staff Council continue to be active members of the campus community. EPA-NT employees were representative members of the *Administrative Cabinet*, the *Budget Advisory Committee*, the *Campus Development Committee*, the *Chancellor's Governance Chairs Meetings*, as well as key search committees, and therefore, contributed to campus-wide decisions and communication flow through their representation.

In addition, the EPA-NT Staff Council Chair collaborated with the SPA Staff Council Chair, the Faculty Council Chair, and members of the Human Resources Department and the Chancellor's Office to plan and host *Employee Appreciation Day*, designed to reward and honor employees for their service. The two staff councils joined to seek nominations for and select the recipient of the employee *Outstanding Service Award*. This year's award was presented to Trish Garner, Director of Student Accounts, Loan Collections and Cashiering.

Participation within the UNC System

In April 2005, the NCSA EPA-NT Staff Council passed three resolutions: 1) *A Resolution Concerning Salary Increases for State of NC Employees*, 2) *A Resolution Concerning Health Care Benefits for State of NC Employees*, and 3) *A Resolution Concerning Creation and Entry Into a UNC System Staff Assembly*. These resolutions were submitted to Chancellor Wade Hobgood with a memo requesting his support of the sentiments expressed in the resolutions and his submission of the resolutions to the Office of the President for review and consideration by President Broad and the Board of Governors. Response was received from President Broad by Chancellor Hobgood indicating the resolutions had been forwarded to Vice President Leslie Winner.

Jane Kamiab joined several SPA Staff Council members in attending the annual *Staff Senate/Staff Council Conference* hosted by Winston-Salem State University in March 2005.

Jane Kamiab has participated in the UNC-system staff council e-mail distribution list and many of the monthly teleconferences.

Issues of Concern

Audit Findings

The report of NCSA's audit findings released in October 2004 had a profound effect on NCSA employees. The realization of the secretive and questionable modes of operation that were revealed regarding some of NCSA's financial and human-resources operations deeply disturbed many dedicated employees.

Campus-wide Employee Forum

In response to sentiments expressed by staff regarding the need for "inclusion" and "transparency" within campus activities and communications, the EPA-NT and SPA staff councils planned and coordinated a *Campus-wide Employee Forum* on June 1, 2005, following the announcement of Chancellor Hobgood's resignation. The goal was for employees to hear a high-level of current information directly from the administrative team, as well as provide an opportunity for feedback, questions and dialogue. The agenda was planned to include information and clarification on several areas of importance to NCSA. Information was presented by each of the Vice Chancellors, as well as the Special Assistant to the Chancellor. (*See attached agenda.*)

Comments received from employees in attendance indicated the Forum was successful in reaching its goal and that future Forums would be helpful.

Creation and Recognition of a UNC Staff Assembly

There remains a strong sentiment statewide for the various UNC staff organizations to join into a "UNC Staff Assembly" in order to provide an avenue for University employees to "speak from a unified voice", share best practices, and be formally recognized by and have a relationship with the UNC Office of the President and Board of Governors.

Search for the New Chancellor

There is a strong need for staff representation in the search process for the new Chancellor. Communication efforts will be targeted toward requesting and securing this representation.

Future Officers

Based on feedback requested from council members about officer elections, a determination has been made that the current officers will remain in place through Fall 2005. A meeting and elections for new officers will be held during the Fall term, with new officers' responsibilities beginning in January 2006.

Submitted by Jane C. Kamiab, Chair

August 18, 2005