

**SPA Staff Council
2004-05 Annual Report
Claudia Davis, Chair**

University Staff Council Meeting

The annual meeting of the staff councils in the UNC system was hosted this year by Winston-Salem State University. We had a great turnout and many issues were discussed. Dr. Kitty McCollum, Associate Vice President for Human Resources and University Benefits Officer, was the guest speaker and discussed the University's pilot health plan. Staff members from NCSA who attended were Billie Smith, Undergraduate Programs; Robert Russell, Facility Services; Marla Carpenter, Public Relations; Alice Thompson, School of Filmmaking; and Claudia Davis, Provost's Office.

Staff Service Award

The recipient of the 2005 NCSA Staff Service Award for \$500 was Trish Garner, Director of Student Accounts. Trish has over 33 years of service with the School.

Resolutions

The Staff Council presented three resolutions to the Chancellor for his support and the support of President Broad. Chancellor Hobgood supported the resolutions and forwarded them to President Broad. The three resolutions were: *A Resolution Concerning Salary Increases for State of North Carolina Employees; A Resolution Concerning Health Care Benefits for State of North Carolina Employees, and A Resolution Concerning Creation and Entry into a UNC System Staff Assembly.* All the resolutions are important to SPA employees.

University SPA staff employees need representation and access to the UNC Board of Governors, the Office of the President, and NCSA Board of Trustees. University SPA staff employees want representation equal to the UNC Faculty Assembly and UNC Association of Student Governments.

Career Banding

Career banding has been implemented at NCSA in the IT Department and Campus Police. An information session for the campus has been planned for August 2005.

Staff Concerns

The issues that confront SPA university employees this year are the same as last year—low wages and low morale. Employees need to feel valued. After reading emails regarding the salary options the legislators were considering for state employee raises, a staff member at one of the constituent universities wrote this message:

“Not writing to the legislators would be in direct conflict with the survival of low paid staff which, apparently, the University is not concerned with. How is it conscionable for the University to lobby for taking money away from underpaid SPA and giving it to EPA, who routinely receive raises when we rarely do.”

Forget about bonuses and annual leave. They are both momentary – they don't pay the bills – we aren't keeping up with the cost of living, as a matter of fact, we are lagging very far behind. Our benefits keep shrinking which is a part of our salary so not only are we not getting raises but our salaries are decreasing as well. It is difficult to keep good staff now with the pay being so low and now hearing this; I know instead of think that the University does not have the staff's best interest in mind. I am truly disappointed with this place and would never recommend it as a good place of employment. I would, in fact, leave it except that I have too much time invested to do so. I can't tell you how devastating this has been to the staff in our area who have taken the time to read these e-mails. Contrary to (a source that will remain anonymous) assertion that staff morale has never been higher – it has never been lower – who takes care of us?"

This message does indeed speak for all SPA university employees. The dual system we currently work under (SPA and EPA salary qualifiers) is not effective and does nothing more than cause a greater division between the SPA and EPA NT university employees. A new practice needs to be put in place and everyone who deserves an increase should be able to receive an increase even if they are at the top of their salary range. Career banding is a first step but if the departments do not have the monies set aside for the banding, the process is futile.

Low morale at NCSA is inevitable when EPA and EPA NT employees receive raises and SPA employees get the bare minimum that the legislature deems appropriate.

This is my final year as Chair of the SPA Staff Council at NCSA. This position has enabled me to have a better understanding of policies and procedures, and the ability to voice the concerns and opinions that other university staff employees have shared with me.