



## Annual Report of the UNCSA Staff Council 2018-2019

**The mission of the UNCSA Staff Council is to foster a positive and respectful working environment by advocating for the interests and concerns of each staff member.**

Leadership of the council includes Mathew Horvat, chair; Laurel Banks, past chair; Elizabeth White, chair elect; Sharon Fogarty, secretary/treasurer; Mary Graves, parliamentarian; Kathryn Rowe, chair of membership and elections committee; Melony Texidor, chair of professional development committee; Laurel Banks, chair of community service and sustainability committee; Edwin Martinat, chair of special events and awards committee.

### Highlights of the year

- **Standing Ovations** – Started last year, the Standing Ovations program seeks to recognize employees and departments that have gone above and beyond their job description in the course of their interactions on campus. This year, each person nominated for a Standing Ovation receives a card that, thanks to UNCSA's Purchasing Department, is redeemable for a free meal in our dining hall. When a whole department is recognized with a standing ovation, they receive a delivery of doughnuts. All recipients, both individuals and departments, are invited to a staff council meeting to receive a literal "Standing Ovation" for their work.
  - 48 individual recognitions and 5 departmental recognitions.
- **Employee Appreciation Day** - Staff Council assumed leadership for planning and presenting a highly-successful Employee Appreciation Day in October. We were asked by the Chief of Staff to co-plan the event with Faculty Council. A committee of staff, administrators and faculty assisted with the planning of the day's events. Over 200 employees, both faculty and staff, attended the Fall-themed event, which included a catered lunch, door prizes and various interactive games including pickle races, cake walk and giant jenga.
- **Veteran's Day** – In conjunction with the UNCSA Military-Connected Student Task Force, Staff Council honored our staff and faculty veterans by providing a luncheon in the Dining Hall alongside student veterans.
- **Holiday Potluck** - Staff Council's annual Holiday Potluck was attended by more than 100 faculty and staff members.
- **State Employees Combined Campaign** – Staff Council leadership served on the steering committee for the campus participation in the State Employees Combined Campaign. Once again, UNCSA surpassed last year's donation total and participation goals raising \$6,655.

## Campus Engagement

Members of the Staff Council were engaged in the campus community in many ways throughout the year. Some examples include:

- Search Committees including University Archivist, Director of Human Resources, Director of Admissions and Director of Purchasing.
- Strategic Planning Meetings
- Quality Workplace Committee
- Presentations to Cabinet
- Committees of the Board of Trustees – Staff Council members are assigned to each of the standing Board of Trustees committees

## Staff Council Committee Updates

### **Professional Development events chaired by Melony Texidor –**

- The Committee continued its successful Professional Development Challenge, wherein staff who participate in at least 7 professional development opportunities on campus throughout the academic year receive recognition and invitation to a reception at the end of the year. For 2018-2019 to date:
  - 129 staff and faculty participants
  - 44 unique Professional Development Opportunities throughout the year (with repeated sessions available, there were 179 opportunities for professional development)
  - 20 employees completed the professional development challenge so far, and another 12 have only two additional classes to compete.
  - Programs Included: Ally Training, Title IX Training, Lunch and Learns, ALICE Training, Data Protection, Cultural Competency, Public Speaking Workshops, Positive Damage training and Finance, Purchasing & Budget Trainings

### **Community Service and Sustainability events chaired by Laurel Banks–**

- Staff Council special events were used as an opportunity to take donations for the Pickle Pantry, our on-campus pantry for food insecure students.
- In conjunction with UNCUSA student groups, Staff Council participated in the collection and delivery of dental supplies for Hurricane Florence Relief.

### **Special Events and Awards chaired by Edwin Martinat –**

- \$6 lunch Thursdays for Staff Members to dine together in the Dining Hall
- Members of Staff Council contributed to or planned on-campus annual events including Employee Appreciation Day, Celebration of Excellence, Holiday Pot Luck.

- The Special Events committee arranged group outings to two Carolina Thunderbirds games and upcoming Winston-Salem Dash games
- Our special events committee chair has actively worked with Staff Assembly's Chancellor's Cup Golf Tournament planning committee and will be sending two teams, sponsored by Chancellor Bierman, to compete at the tournament in mid-May. The Chancellor's Cup Golf Tournament is an annual fundraiser for UNC Staff Assembly's Janet B. Royster Scholarship.
- As of the date of this report, the committee is soliciting nominations for our annual Professional Excellence and Community Service awards. Winners will be announced at UNCOSA's annual Celebration of Excellence.

### **Membership and Elections chaired by Kathryn Rowe**

- New staff member welcome and gifts - each was welcomed via email and introduced during a staff council meeting, then given a UNCOSA coffee mug.
- Elections for 2018-2019 Representatives and Officers.

### Participation in UNC Staff Assembly

The Staff Council chair, chair-elect and past chair are the campus delegates to the UNC Staff Assembly, and the secretary/treasurer serves as alternate. At least two delegates have attended and actively participated in all Staff Assembly meetings, and have contributed to ad hoc committees for the Chancellor's Cup Golf Tournament and Staff Assembly policy and by-laws updates. Additionally, Staff Council has lent their support to Staff Assembly initiatives including a review of the UNC System Annual Raise Process (ARP) and exploration of parental leave options.

### Completing 2018-19 operational year

The current leadership of Staff Council has several initiatives as we complete this academic year:

- New representatives and alternates will be elected and begin their term on May 1. Leadership will once again host a new representative luncheon to serve as orientation to their new position on Staff Council and familiarize them with the duties and expectations of the position.
- The leadership team will have a "retreat" sometime in late May or early June to begin discussing the vision, goals and plan for next year and years to come.
- Nominations close on April 15th for the two staff council awards, the Professional Excellence Award and the Community Service Award. This year's winners will be announced at the Celebration of Excellence on April 24th.
- Chancellor's Cup Golf Tournament – May 16<sup>th</sup> to raise funds for staff professional development funds. This year we will have two teams participating in this golf tournament.

Lastly, I would like to offer a big thank you to members of Staff Council who worked tirelessly to move this year's agenda forward. As Staff Council Chair, it has been my joy to have the

opportunity to remind my fellow staff members that their lives are uniquely valuable and their time at UNCSEA is deeply appreciated.

Submitted by Matt Horvat

April 11, 2018