

October 6, 2009 UNC System Staff Assembly minutes

Chair Kelley Eaves-Boykin called the meeting to order at 9:05 a.m. She had the roll call taken. Steve Carlton made a motion to approve the agenda, seconded by Tom Johnson. The motion was accepted. The Chair then called for a motion to approve the minutes from the May 2009 meeting. Caroline Francis made this motion seconded by Nancy Jones. There were no corrections and the minutes were accepted. The Chair read the charge of the Staff Assembly and asked Associate Vice President for Human Resources Ann Lemmon to make remarks.

Lemmon's remarks touched on the H1N1 virus preparations and the procedures that the State Health Plan will take regarding tobacco and BMI testing. She welcomed Laurie Charest as Interim Vice President for Human Resources and University Benefits Officer, replacing Kitty McCollum.

The Chair welcomed UNC System President Erskine Bowles. President Bowles spoke about finding where to deploy resources to get the best bang for the buck. He hoped to revamp the School of Education Administration program offered by UNC System Schools, and to work on formative assessments. Secondly, he looked to work on access for low-income students and particularly to simplify need-based scholarship aid. President Bowles is interested in improving collaboration with community colleges and promoting distance education. President Bowles looked to increase retention and graduation rates at System colleges, noting that the carrot of funding is given to enrollment growth. Thirdly, Bowles pledged to work on efficiency and effectiveness measures. President Bowles went on to laud increasing teacher pay in order to improve proficiency in math and science among K-12 students.

The Chair went on to welcome Vice President of Budget and Finance Rob Nelson. Nelson said that prospective cuts for next year will depend on the national and world economy. Nelson regretted that the General Assembly did not use the recent downturn to restructure the tax system, placing less emphasis on personal taxes and more on other taxes. Chris Miller of UNC-Asheville asked what the University plans to do when the stimulus money goes away. Nelson said that all depends on economic recovery in 2010 and 2011. Steve Carlton of NC State asked about getting tuition waiver for dependents and recovering the third tuition waiver. Nelson said that the third course took \$700,000 from the budget to fund but that the course would eventually be restored. He was less optimistic about getting tuition waiver help for dependents. Tom Johnson of Western Carolina asked why the University does not run classes as a waiver. Nelson said that every credit hour must be delivered at cost. It was noted that senior citizens also lost their tuition waivers in the recent budget cuts.

The Campus Chairs' committee had been busy this year, meeting twelve times with minutes sent to the Staff Assembly website. The Budget committee met by teleconference with contact information from the Faculty Assembly. The Staff Policy committee worked on a fitness resolution and weather policy, among other items. The Human Resources committee worked on compensation, benefits, flexible scheduling and Article 16. The Communications committee worked on its newsletter. The Chair called on all committees to look and move forward. She said that the Staff Assembly must find measures of success other than pay raises. She said that the Staff Assembly must work to increase collaboration with General Administration, Faculty Assembly and Faculty Senate, among other entities. Finally, she wanted the Staff Assembly to pursue a day of service. She looked forward to positive movement on campuses.

The Assembly moved to discussion of bylaws. The first change was that each institution should select one delegate by May 15 each year for a 3 year term by the method specified by the bylaws of the staff organization. Caroline Francis confirmed that staff organizations should elect one delegate a year. Wayne Reeves of ECU noted the recommendation of the Executive Committee to remove the first two sentences of the relevant paragraph. The motion was approved.

Caroline Francis noted a proposed bylaws amendment from the Executive Committee to Article 3, Section A, 1-5. The amendment seeks to remove number 3, as the secretary designated of the chair

of the Communications committee has not worked well. Debbie Robertson of General Administration has agreed to serve as secretary/treasurer. The bylaw amendment would remove the office of Secretary/Treasurer, replacing it with the Public Information Officer. This office's responsibilities will include newsletters, website, distribution of internal and external communication, as well as chair the Communications committee.

Andrea Jacobs of UNC-Pembroke asked who would serve as custodian of funds. Wayne Reeves noted that funds must reside in an account some place, requiring a General Administration employee to have resource accountability. From an organizational standpoint, the Assembly will turn to Robertson to be monitor and facilitator. The Chair pointed out that there would continue to be a budget and planning committee, with Robertson administering the budget and all approved through Ann Lemmon.

The Executive Committee proposed an amendment to make the statement the Chair shall establish any other committees to facilitate the work of the Assembly as deemed necessary and appoint their membership as section B. of Article V. Proposed Section A would add language: "The following shall be standing committees of the UNC Staff Assembly: Budget & Planning, Human Resources, Campus Chairs, Communication & Technology, Governance, Staff Development and Nominating." This proposed amendment was approved with no opposition or abstentions.

Wayne Reeves of ECU moved that it was the recommendation of the Executive Committee that the secretary-treasurer position be removed from the Executive Committee, and duties administered by UNC General Administration staff as administrative support. All voted in favor of this motion except for Faith Thompson who abstained.

Reeves also moved the recommendation of the Executive Committee that the Public Information Officer be added to the Executive Committee, with responsibilities including but not limited to newsletters, website, distribution of internal and external communication, as well as chair the Communications committee. This motion was approved with one abstention.

Caroline Francis moved that Article III Section A5 remove language stating that the past-chair or chair-elect shall serve as chair of the Governance committee, with the rationale that this person will serve as advisor to the Governance committee. Instead, the chair of the Governance committee shall be appointed by the Chair of the Assembly. This motion was approved with one abstention.

Wayne Reeves moved the recommendation change all terms of officers be extended by one year, as currently the Executive Committee rotates off on a one year basis. The two at-large delegates to the Executive Committee will have staggered terms. Faith Thompson asked how a decision is made on which delegates serve one year and which serve two years. Caroline Francis said that this would be up to a vote. Janet urged that the terms of two of the four at-large delegates be elected on alternate years. Caroline advocated that the same thing be done with the vice chair and public information officer as well. Wayne Reeves accepted this friendly amendment.

Nancy Jones of UNC-W noted that the Assembly was having trouble enough finding officer candidates to serve one year terms. Johnny Eastwood of ECU asked how this change would affect delegates in the third year of a three year term. Reeves said that delegates in this situation accept a greater responsibility to serve as part of the leadership body apart from their commitment to the organization. Jones said that supervisor support is critical for officer work.

The Chair said that supervisor support was the main reason that she had gone from campus to campus speaking on behalf of the Staff Assembly. She noted that one could be a member of the Staff Assembly and not a member of one's own forum. For instance, she is not currently a member of the UNC-Charlotte staff organization but rather provides a report to that body. Johnny Eastwood cautioned that this approach could lead to confusion at the local level. J.C. Boykin recalled that his time as Chair of the UNC System Staff Assembly did not coincide with his term as a NC State Staff Senate member.

Nancy Jones asked how this would affect each campus' vote. The Chair said that each campus should still have the number of votes equal to its number of delegates. The rules on representation

were designed to give each campus maximum flexibility in choosing its delegates.

Wayne Reeves moved the recommendation of the Executive Committee that each person elected to office shall serve for two years from the date of election or until their successors are elected; that the terms of the vice chair and public information officer shall be staggered; and that the terms of two of the four at large members and the vice chair shall be elected on off years; and that no officer shall hold more than one office at a time. Forty-one delegates voted in favor of the recommendation, six against, and one abstained.

The Chair said that the proposed procedures manual will go to the Bylaws committee. At this point the Assembly took a break for lunch.

The Assembly reconvened at 1:43 p.m. to hold its elections. The Chair reviewed procedures for accepting a slate of candidates, then accepting nominations from the floor. Nancy Jones noted that LaMonica Singleton had placed her name for nomination as Vice Chair, with Caroline Francis, Alan Moran and LaMonica Singleton also placing their names for at-large Executive Committee delegate positions. It was moved that the Assembly accept this slate of officers presented by the Nominating Committee. The motion was approved without opposition or abstentions.

The Chair confirmed that if there were no nominations for the position of Chair, the current Chair would serve in that position until a new Chair is elected, with the election to take place as an item of business at every meeting afterwards until a new Chair is elected. The Chair noted that this election must take place as a ballot vote.

The Chair moved to nominations for Public Information Officer. Faith Thompson nominated Jeff Tatham for the position and Tommy Griffin nominated Adam Reagan. Tatham withdrew his name from consideration.

The Chair called for nominations for the remaining at-large delegate position. Faith Thompson was nominated but withdrew her name since Alan Moran already represented her institution, UNC-Chapel Hill. Nancy Jones nominated Jeff Tatham, with Tommy Griffin seconding. There were no other nominations, and Griffin moved that the nominations be closed, seconded by Mike Hawkins.

Tommy Griffin nominated Joyce Shaw to be Chair Elect. Shaw said that she would accept this position only with the cooperation of her university. Melissa Watkins moved to close nominations. Griffin moved to elect Shaw by acclamation, seconded by Watkins. The motion was approved.

Griffin moved that at large delegates decide amongst themselves who would serve one- and two-year terms. This motion was carried.

The Chair awarded outgoing delegates certificates of appreciation for service, among them Chris Papoola; JC Boykin; Wayne Reeves; certificate of appreciation awarded for valuable service; Sheila Perry; Cheryl Lee; Suzy Armstrong; Harold McKeithan; Hap Giberson; Connie Boyce; Leah Dula; Sandra Jackson; Laura Massengill; Gail Willis; Sheila Faye; Dominic Bright?; Jennifer Long; Marc Erikson; Roger Killian; Cathy Pighini; Suzanne Watkins; Sherri Batson; Roseanna Belt; Sylvia Gwyn.

Catherine Johnson will lead the Budget Planning committee, and Faith Thompson will lead the Human Resources committee. Campus Chairs will be led by LaMonica Singleton, Communications by Adam Reagan, Governance by Steve Carlton, Staff Development by Kevin Bullard, and Nominating by Tammy McKenzie. At this point, the Assembly broke into committees for break-out sessions.

Following these break-out sessions, the Chair noted that the next meeting of the Staff Assembly would take place all day January 12. The next in-person session would take place April 13, and a videoconference would follow August 10. The Chair urged delegates with comments to contact her on her cell phone at 704-287-7653.

There was no other new business. The Chair asked members of the old and new Executive Committees to meet following adjournment. Joyce Shaw asked the Assembly to consider purchasing a commemorative brick at Elizabeth City State University. Ann Lemmon asked delegates to submit their expense statements. The Chair asked delegates to submit dates at which she could attend future staff

organization meetings on their campuses. Wayne Reeves thanked delegates for the pleasure of serving as Vice Chair.

Tommy Griffin moved to adjourn the meeting, seconded by Faith Thompson. The meeting was adjourned at 4:01 p.m.

Respectfully submitted,

Matt Banks, Recording Secretary