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The University of North Carolina is comprised of sixteen public senior institutions and one public residential high school in North Carolina.

UNC Staff Assembly

update

The Chair's Report

by Charles "Chuck" Brink

Greetings Staff of the University!

It is indeed an honor and a privilege to address you as the new Chair of the University of North Carolina Staff Assembly.

The Staff Assembly has new delegates and is re-energized so that we can represent the needs and concerns of the university employees to our new President, Tom Ross, and his administration. In the past year the university system has endured historic budget cuts and as a result we have seen friends, colleagues and associates lose their jobs. The euphemism of doing more with less has become a reality for all of us and we must adapt to this new reality.



Members of the 2011-2012 UNC Staff Assembly Delegation

This past January, new system president Tom Ross requested from all of the Chancellors, Human Resource Directors and Facilities Directors a list of their needs to make the university

system more efficient and effective. That list became a nine page Efficiency and Effectiveness Initiative that resulted in Senate Bill 575. Among those initiatives, was a request to grant Personnel Flexibility authority to the Board of Governors over those university employees covered by the State Personnel Act (Chapter 126 of the General Statutes). The Staff Assembly leadership was informed of these initiatives in March and over the next couple of months, based on feedback from our campuses, developed a statement of the position of the Staff Assembly as it relates to Personnel Flexibility:

"The UNC Staff Assembly acknowledges that there are many unanswered questions, heartfelt concerns, and diverse opinions surrounding the separation of SPA employees from the State Personnel Commission and the Office of State Personnel. We recognize that change of any nature is unsettling. President Ross has given his assurance that, if Senate Bill 575 passes the General Assembly, staff input will be gathered and that staff participation is integral in the design of and implementation of a HR system."

At my first Staff Assembly Executive committee meeting on October 18th, I outlined a plan on how the Staff Assembly will face this challenge. Vice-Chair Pernell Bartlett and I met with the Campus Chairs on November 18th to give details and instructions on how the Staff Assembly will develop best practices and/or principals for a list of categories that would comprise Human Resource policies. This is possible because the UNC Staff Assembly is in the unprecedented position of having "a seat at the table" with the General Administration and the assurances from both President Ross and Vice-President of Human Resources William Fleming, that staff input is wanted and that our voice will be heard not only on Personnel Flexibility but all matters of concern to the staff.

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The Chair's Report (Continued)

I had my first meeting with President Ross shortly after I was installed as Chair of the Staff Assembly and discussed with him the condition and the concerns of the university staff. It was a very good meeting and I look forward to working with President Ross and his administration.

On November 7 & 8, I made my first official campus visit to Appalachian State University in Boone, NC. The weather was perfect for a trip to the North Carolina mountains! I met with Chancellor Peacock and Human Resource Director Patrick McCoy and discussed employee concerns and enhanced support for staff representatives. I went on a walking tour of the ASU campus with Staff Assembly delegate and Secretary Katherine Sbarbaro, and I was able to meet and talk with some of the ASU staff. I met with their Staff Council, where I introduced myself and discussed what the Staff Assembly will be working on in the coming year. I would like to extend my thanks to Cathy Ziegler, Chair, and the ASU Staff Council for their warm reception and hospitality. Thank you all very much!

I want everyone to know that the Chair of the Faculty Assembly, in her annual report to the President, stated that a fund like the Faculty Retention Fund, be used to retain the staff that are essential to maintaining our universities and supporting the mission of the teaching of our future leaders. The Staff Assembly, the Faculty Assembly and the Association of Student Government are standing together in our dealings with the university administration.

In closing, I would like to ask all of the people who run, maintain and serve the best public university system in our country, to be part of the process of making our universities more efficient and effective. To reach out to your campus representatives, organizations and administration with your ideas and suggestions to improve the status and morale of your fellow employees, so we can continue to be the University of the People.

Chuck Brink, Chair

Do you know your Institution's 2011-2012 Staff Assembly Delegates?

Find the full list of Staff Assembly delegates, working committees, scheduled meetings, and the latest Staff Assembly news online:
<http://www.northcarolina.edu/staffassembly>

CAMPUS SPOTLIGHT: UNC School of the Arts

- The UNCSA Orchestra, conducted by Chancellor John Mauceri, performed for the inauguration of UNC President Thomas Ross. In addition, the UNC system seal that hung on the inauguration platform was refurbished for the occasion by UNCSA's School of Design & Production.
- UNCSA will be well-represented at the 2012 Miss America pageant in January, with both a current college student and an alumna competing for the crown. Goldsboro's Hailey Best, who received her high school diploma from UNCSA in 2009, was crowned Miss North Carolina on June 25. Michaela Lackey, a rising college senior studying contemporary dance, was also crowned in June and has begun her reign as Miss Georgia.
- UNCSA had two alumni win Emmys last month: Film alumnus Zach Seivers (from Mt. Airy) won for Outstanding Sound Editing for Nonfiction Programming for his work on Gettysburg on the History Channel. Design & Production alumnus Peter Rogness won for Outstanding Art Direction for a Miniseries or Movie for his work on Mildred Pierce on HBO.
- The UNCSA School of Dance has announced plans for a five-year partnership with American Ballet Theatre, making UNCSA's campus a second home for ABT's Jacqueline Kennedy Onassis School by becoming an exclusive affiliate school.
- UNCSA's all-school production of Rodgers & Hammerstein's Oklahoma was aired by UNC-TV on Wednesday, Oct. 12. The production is the first of several over the next five years, thanks to a half-a-million-dollar grant from the A.J. Fletcher Foundation of Raleigh. UNCSA Chancellor John Mauceri was musical director and artistic supervisor of the stage production, and will host the TV production.
- UNCSA School of Drama alumna Rachel Wallace is currently Mary Poppins in the North American Tour of Disney's Mary Poppins, while alumna Jennifer Ehle is in Steven Soderberg's film Contagion, and alumni Wesley Taylor and Neal Bledsoe will soon be seen in the highly anticipated NBC/Steven Spielberg show, Smash.
- Chancellor John Mauceri, a world-renowned conductor who is the Founding Director of the Hollywood Bowl Orchestra, conducted the Sixth Annual "A Fine Romance" charity event for the Motion Picture & Television Fund on October 15. In January 2012, Maestro Mauceri will travel to Denmark for a live televised performance with the Royal Danish National Orchestra, honoring Queen Margrethe on her 40th anniversary as monarch. Maestro Mauceri conducted the National Symphony Orchestra at the John F. Kennedy Center for the Performing Arts during a private concert to commemorate the 10th anniversary of the tragedies that took place on 9/11. Mauceri frequently involves UNCSA students and alumni in his concerts.

Recipient of the 2nd Annual Erskine B. Bowles Staff Service Award

By day, Julie Heinitsh is either on the campus of UNC Asheville or traveling throughout the Southeast meeting with alumni and potential donors. After work, you'll likely find her leading volunteer non-profit boards that help make the community a better place.



Julie Heinitsh
UNC Asheville

It's all part of the normal—and busy—routine of the recipient of the 2nd Annual Erskine B. Bowles Staff Service Award

The native Texan takes the award in stride and knows she's not alone among students, faculty and staff who are living the University's commitment to volunteerism every day.

"The University views itself as being an integral part of the community, and I think one of the ways it exhibits that is the countless faculty, staff and students who are volunteering in all kinds of ways," she said. "There are a lot of unsung heroes in our campus community." In addition to serving as chair of the Literacy Council of Buncombe County Board of Directors, Heinitsh volunteers with the Junior League of Asheville, St. Phillips Episcopal Church in Brevard and UNC Asheville Athletics' Mentor Volunteer Program.

The volunteer ethic was instilled early in her life, Heinitsh said. Her parents and grandparents were actively engaged in several community groups and considered themselves public servants.

But volunteerism truly hit home in college. A skilled college tennis player, she became involved with the Texas State Special Olympics, lending a hand at events and eventually coaching.

Today, Heinitsh credits the University and her colleagues in part for helping her continue her volunteer work. And because of the spirit of service that is instilled in UNC Asheville students, faculty and staff, she's often in familiar company when she joins a community board. For example, in her role as board chair at the Literacy Council, Heinitsh works closely with Amanda Edwards (UNC Asheville '99), an alumna and executive director of the council, as well as several other alumni board members.

What does it mean to win the Erskine B. Bowles Staff Service Award?

The goal of the UNC Staff Assembly is to improve communications, understanding, and morale throughout the whole of our respective communities, and to increase efficiency and productivity in campus operations. In as much, the Erskine B. Bowles Staff Service Award is given to a permanent, full-time staff member who has shown exemplary understanding, empathy, and devotion to mankind and whose accomplishments are consistent with the goals exemplified by Erskine B. Bowles during his tenure as UNC President and in accordance with the University's public service mission.

In August of each year, each campus is asked to nominate one, two, or three individuals that meet the above criteria as representatives of their institution. The Staff Assembly Executive Committee then reviews all nominations and selects one individual to receive the Erskine B. Bowles Staff Service Award. The recipient is invited to receive the award in-person, with family, friends, and colleagues at the October meeting of the Staff Assembly.

The pool of potential award winners totals more than 32,000, and selection as the recipient of the Erskine B. Bowles Staff Service Award is one of the highest recognitions awarded by the UNC Staff Assembly. If you know of someone that you would like to nominate for this honor, begin compiling a list of their contributions and look for the call for nominations during 2012!

"For me, there is nothing more personally fulfilling than being part of something bigger than yourself that helps improve the quality of life for a community and those in it."

— Julie Heinitsh