

**University of North Carolina Staff Assembly
Executive Committee
11 April 2012**

Present: Charles “Chuck” Brink, Pernel Bartlett, LaRee “Sissy” Hendricks, Katherine Sbarbaro, Jason LaVigne, Kelley Eaves-Boykin. **Also present:** UNC-GA Liaisons – Ann Lemmon, Debbie Robertson.

The regular monthly meeting of the UNC Staff Assembly Executive Committee was held on Wednesday, April 11, 2012, at 2:00 p.m., via videoconference and telephone, the Chair and the Secretary being present. The minutes of the last meeting were not yet available; therefore, approval of the minutes was postponed until the next regular monthly meeting.

The chair stated that Joni Worthington, GA Vice President for Communications, asked him to write a Letter-to-the-Editor responding to criticisms aimed at President Ross’s recent comments featured in the local media defending the BOG request for personnel authority over all university employees. The letter will appear in *The News & Observer* and possibly *The Chapel Hill News*. The letter is a rebuttal of criticisms claiming that UNC staff employees have not had a voice in the process by stating that Staff Assembly (which is the voice of UNC staff employees) has been involved from the beginning. In addition, staff organizations at some schools in the UNC system are considering adopting an official stance regarding this issue. Last month, the chair visited Western Carolina University to attend the official installation of their new Chancellor, David Belcher. The BOG did not meet last month. The chair and vice-chair were invited to visit Winston-Salem State University and the UNC School of the Arts to meet with their staff organizations to discuss personnel flexibility – the chair asked the vice-chair to send him the PowerPoint presentation he used.

Ms. Lemmon presented an update regarding the status of the “Guiding Principles” document. She stated that a new version, dated April 5, 2012, has been posted to the BOG website. It will be considered by the Personnel & Tenure Committee on April 12, and by the full Board on April 13. The main addition to the document is a closing statement as follows: “When legislation is enacted which grants University personnel authority to the Board of Governors, the President will lead a process to develop University-specific policies for all staff. The Board will adopt, and the University will follow, all policies currently in place under the State Personnel Act until new University policies can be developed and approved.” In answer to a question concerning the revised language in principle #4, Ms. Lemmon stated that employees currently classified as “SPA” will not be required to become “at will” in their current jobs; however, employees choosing to accept a promotion to an EPA “at will” position will be governed by “at will” rules. A further question was asked, “... it says *employees* will not be required to become ‘at will,’ ... would *positions*, as they are vacated through attrition, become ‘at will’....” Ms. Lemmon stated that more positions will be moving in the opposite direction, i.e. some positions currently classified as EPA will revert back. Concerning the revised language in principle #5, Ms. Lemmon stated that writers of the original language referring to “property rights” and “just cause” thought these terms would be preferred by employees; however, some of the feedback they received indicated these terms were viewed as “jargon” or “legalese” and that the principles should be stated in “plain English;” therefore, the language was put into basic language that doesn’t assume knowledge of the definitions of these terms. The question was asked, “is it still the plan that they attach this (the “Guiding Principles” document) to the budget bill?” Ms. Lemmon stated that Sen. Stephens will make that call, but that according to his remarks quoted in the *News & Observer*, he wants to attach the “Guiding Principles” to the bill so that they become “embedded” in the legislation.

Ms. Hendricks, reporting on behalf of the Governance Committee, stated that she distributed three proposed bylaws changes and change forms to the Executive Committee. The first proposal seeks to insert a

description of the "At-Large Delegate" officer position into the Bylaws and the Procedures Manual. She added that the Governance Committee intends in the near future to include "more complete" officer position job descriptions in the Procedures Manual Appendices. Mr. LaVigne moved "that the Executive Committee accept this addition to the bylaws and it be taken to the body at the May meeting." The motion was adopted.

Ms. Hendricks briefly discussed the second proposal which passed "by default." The proposal consisted of a "Nominating Committee Procedure," language for a "Nominations and Elections" section to be inserted in the bylaws, a redesigned "Nominations Form" and a new "Consent to serve Form." Mr. Bartlett moved "that we accept the materials as provided by the Governance Committee." The motion was adopted.

Ms. Hendricks presented the third and final proposal concerning a "Removal of Delegate" procedure and "Removal of Delegates and Alternates" language to be added to the bylaws. She read the proposed language for the bylaws amendment, "Any member can be removed for nonperformance of Assembly duties by a vote of two thirds (2/3) of a quorum present at a quarterly meeting. Nonperformance of Assembly duties may include, but is not limited to: non-attendance, defined as two (2) or more unexcused absences; or conduct injurious to the UNC Staff Assembly or the purposes of the Assembly." After discussion, the proposal was sent back to committee with instructions to revise it and resubmit it to the Executive Committee via email.

The chair stated that he will select a campus (by randomly drawing a name from a hat) to which he will assign the responsibility of providing a delegate, or alternate delegate, to serve as Recording Secretary at the May meeting. Further, he will "strongly encourage" the selected person to attend the meeting in person rather than via videoconference.

Spring Regular Quarterly Meeting: The chair proposed the agenda be structured as follows: 8-10am Executive and Chairs Committee combined session. 9-10am all standing committees will meet. At 10:10am attendance roll call will be taken followed by approval of minutes and approval of agenda. Break. 10:30am-12noon presentation of Bylaws and Procedure Manual amendments and associated roll call votes. A golf tournament update will be worked in where possible. 12noon-1pm Lunch. 1-2pm speaker, Brian Uisichon, re benefits. 2-3pm training re ethics and conflict of interest policy. 3:30p adjourn.

The meeting was adjourned at 3:22 p.m.

Katherine Sbarbaro
Secretary and Treasurer

Next meeting of the Staff Assembly Executive Committee will be Wednesday, 9 May 2012, at 2:00 pm via videoconference.