



UNC Charlotte Staff Council Meeting

Minutes

November 13, 2019 – 9:00 am, Cone, Lucas Room

Officers present: Celeste Corpening (Chair), Helena Connors (Vice Chair), LeAira Hames (Treasurer)

Representatives present: Nicole Fraser (Area 1), Stephanie Lee (Area 4), Keith Jung (Area 6), Sarah Johnson (Area 7), Latonya Johnson (Area 10), Virgie Fewell (Area 12), Jacki-Lynn Baynks (Area 13), Kyle Thomas (Area 15A), Liz Rosenberger (Area 17), Meredith Klauss (Area 18)

Alternates present: Jessica Warden (Area 1), Annette Parks (Area 3), Dave Tabone (Area 4), Jennifer Hicks (Area 7), Derik Screen (Area 9), Jan Mullman (Area 10), Katherine Humphries (Area 12), Pearl Brown (Area 16), Pearl Brown (Area 16)

Guest: Audra Esposito, Karen King, Penny Stevens

Guest Speaker: Chancellor DuBois

- I. Call to Order, Welcome & Moment of Silence: Celeste Corpening, Chair
- II. The Chancellor wanted to address questions which were previously sent to him:
 - The search committee for his position may end up with 8 to 10 candidates as finalists. The committee has to send the UNC President at least 2 names for consideration. President Roper will vacate his position by June 30th so we want to make sure that we have these names as soon as possible
 - What happens if no one is chosen in time? Joan Lorden will be the Interim Chancellor
 - UNC Science building is moving along fine and the Recreation Center will open in January 2020. Membership is available for F/S for \$13 a month. The completed admissions building and hotel are going along well.
 - The pile of gravel next to motorsports is being utilized to improve a site for another building in the future. He had hoped for CMS to use the site but they did not have the funding. However, the campus will be carving a new exit onto Tryon.

- Ombudsman – the Chancellor is still considering and will have an answer shortly. Funds are tight right now since the funding amounts were changed based on actual student enrollments instead of projected. We were net 95 students down from Fall of 2018. This is the first time in 30 years. It might take 2 to 3 years to get back.
- ITS area- Concerned where it is going- Chancellor received comments and he will make a decision during the Fall Semester. Chancellor stated that he will send out a letter stating what he agrees with. He is not sure if he can speak to the granular level. Funding will have to follow the plans.
- Security measures – door stoppers should be available soon.
- Grounds – Parking Issue – Any plans for a discounted rate for employees if they park in certain lots or areas? Parking costs are increasing but salaries are staying the same. Also there isn't any transportation on campus at 5am. The Chancellor stated that parking has to be self-sustaining. Several years ago there was a proposal to tie parking rates to income. Never received traction but from an administrative side, he did not know all of the issues. He said he would bring this up to Beth Hardin about people getting onto campus before transportation starts.
- How is it determined when a building is renovated? It is based on a 5 year capital improvement plan. There is a list and in priority order as well as where the funding is coming from. Currently looking at Burson, Cone Center and Cameron. Cone deck current plan to build a deck next to the current Cone deck and replace the current deck with a building.
- Kennedy building- what are the plans for the 2nd level? Remembrance committee to report back on Dec 4th. Survey results showed that they do want them as classrooms, rather have them become office spaces or a remembrance area. There will be an on campus and on campus remembrance event on 4/30. The off campus event will be held at the Blumenthal Theatre on 7/30 at 7 pm. Tickets are \$25 for F/S and \$10 for students. They will go on sale in January.

III. Officer Reports:

Celeste Corpening, Chair

- Ombudsman Update – waiting on response from the Chancellor
- Board of Trustees Update
- Chancellor Search Committee User Forum thank you for participation
- Retreat Location -Julia will send out a list for the Staff Council to vote on. Center City, campus or Campus Research Center in Kannapolis or any other suggestion.
- December 2019 meeting – Discussion on having a Holiday lunch or breakfast on or off campus. Harrisburg Family Restaurant was selected to host our breakfast meeting at the 9am on December 11th.
- Upcoming speakers:
 - i. January 2020
 1. Dining Services
 - a. Jody Thompson
 - b. Sarah Lynch
 2. Parking and Transportation

- a. Doug Lape
 - 3. Red Cross
 - a. Ashley Collier
 - b. Rick Torres
 - ii. February
 - 1. QPR Training
 - a. Kelly O'Donnell
 - b. Additional guest speaker TBD
 - iii. March
 - 1. Human Resources Policies and Procedures
 - a. Gary Stinett
 - b. Cindy Edwards
 - c. Krissy Kaylor
 - 2. Commencement Assistant
 - a. Kathy Brooks
 - iv. April
 - 1. Safety and Prevention Training
 - a. Jerry Lecomte
 - v. May
 - 1. Leave open to discuss voting procedures and information tips upcoming year
 - vi. June
 - 1. Retreat
 - vii. July
 - 1. New Chair
- Explanation of goals and preparation for information for upcoming year.
 - Please be prepared to come to meetings with questions

Helena Connors, Vice Chair

- Staff Assembly Notes:
 - i. UNC President Search Committee
 - a. 7 Board of Governors on the Search Committee
 - b. The Process
 - i. Educating stakeholders on the President's role
 - ii. Defining essential qualities
 - iii. Establish a position profile
 - iv. Release job announcement
 - v. Recruit
 - vi. Interview
 - vii. Search committee votes
 - viii. Submission of 3 candidates to full BOG
 - ix. BOG votes
 - x. President start date sometime next Summer
 - xi. President Roper agreed to stay until 2020
 - ii. The new Chair of the Staff Assembly is focusing on the following:

- a. Stay informed on current events in the state and UNC System
 - b. Build a stronger archive of Staff Assembly informatics
 - c. Finalize position descriptions
 - d. Clarify the deadline for delegates to register for meetings on Staff Assembly website
 - iii. He is working on the following:
 - a. Erskine B. Bowels Staff Service Award
 - b. Janet B. Royster Scholarship – Funds from golf tournament
 - c. Chancellor’s Golf Tournament
 - i. This year we have a naming sponsor – SEANC
 - ii. May 13, 2020
 - iii. Need more sponsor’s
 - iv. Staff Assembly is monitoring the following:
 - a. State Budget
 - b. Adverse Weather Policy
 - c. State Health Plan
 - d. Legislative Actions
 - e. Engagement Survey coming in January 2020
 - f. Parental Leave implementation
- HR update – Matthew Brody
 - i. The University’s annual raise process for SHRA and EHRA is delayed
 - ii. The University’s implementation of FY 2019/2020 bonus leave is delayed
 - iii. The temp salary freeze for some salary increase actions had been lifted.
 - a. Compression problems are still an issue which each campus has to address with its own funding at this time.
 - iv. Paid Parental Leave
 - a. Governor’s Exec Order 95 provides paid parental leave to eligible employees in NC state that report to the Governor
 - b. UNC BOG approved a substantially equivalent benefit for eligible UNC System employees
 - i. This will cover SHRA, EHRA non-faculty, and leave-earning faculty
 - ii. Must have worked for 12 months, at least 1040 hours within those 12 months
 - iii. Must run concurrent with any available FMLA
 - iv. For any parent – 4 weeks bonding
 - v. For birth mother – extra 4 weeks for recuperating leave
 - vi. Leave is pro-rated for part-time employees
 - c. UNC system is developing a regulation to cover Paid Parental Leave. Will come out sometime between January 2020 – March 2020 in which the systems will implement once they receive the regulation.
 - v. Read page 6 on your open enrollment guide. It discusses the deadline for providers to connect to NCHHealthConnex by June 1, 2020. If your provider is not connected to this service by June 1st, your claims may be rejected and

you will be responsible for all of the costs. Check the website for providers who are signed up: www.hica.nc.gov.

- vi. A new University policy will provide consistency of practice system-wide in regard to temp employees. It will address things like length of appointment and recruitment requirements.
- vii. There may also be a change moving away from career banding and being part of a new state SHRA compensation system.
- viii. Staff Assembly election results:
 - a. Chair : Garrett Killian
 - b. Vice Chair: Krystal Woods
 - c. Secretary: Matthew Horvak
 - d. Parliamentarian: Velapan Velapan
 - e. At Large Delegates: Ronnie Bell and Shalane Griffin

Le'Aira Hames, Treasurer Report

- State Fund – \$6,000
 - i. spent \$2,045.56
 - ii. remaining as of Nov \$3,954.44
 - Discretionary fund - \$13,000
 - i. spent \$8,508.18
 - ii. remaining \$4259.62
- IV. Pam Erickson was absent minutes; thus, minutes were not reviewed
- V. Julia Stuart was absent but we the following 64 golden nuggets awards to 13 areas:
- Areas: 1,2,4,6,7,9,10,11,12,15A,15B,17 and 18
- VI. Committee Reports
- Events Committee -- L'Aira Hames and LaTonya Johnson lead discussion on fall festival feedback and survey results.
 - a. People enjoyed the event but not the long lines and food was cold
 - b. Maybe next year have premade in boxes
 - c. Ran out of food – Chartwells did not serve
 - d. We were short staffing – not all of Staff Council participated
 - e. Dance floor was not open at times due to cake walk
 - f. Don't know why check in process was so long
 - g. Is there a way to flag if they already checked in?
 - h. Some had to write their ID number down
 - i. Needed structure for lines and have ID's ready
 - j. Have someone take tickets
 - k. Needed more signs
 - l. Need two check in areas
 - Send any additional comments to L'Aira and LaTonya
 - Staff relations will have a detailed report at January meeting

A motion was made by Stephanie Lee to adjourn the meeting and Jennifer Toth-Hicks.