



UNC Staff Assembly
2008-2009 Chairman's Report to the General Body

On yesterday the staff assembly executive committee held our first all day retreat; we started around nine and worked hard until 5 discussing every aspect of the last year of the life of the staff assembly. As we all know this past year has been a year of devastation and has been downright depressing for us on personal levels, our campuses and our state. We've had to function at the bare minimum of resources; we endured rifts, furloughs, and extra work with no extra pay. We've seen lots of unexpected change and quite honestly we've lost our focus on the Staff Assembly. We know that it was hard to concentrate on the business of the Staff Assembly, when we all were concerned about our jobs and what was going to happen next in our economy. We know and realize that things have been terrible for each of us, and we know that things will get worse before they get better. But we also know that it is time for us to move and look forward. On yesterday we took a hard look at the Staff Assembly and we discussed where do we fit in with the big picture, and where do we fit in with the small picture, we had to be honest with each other and find out what was our exact focus. I asked the executive committee to answer the questions of what has worked and what has not worked in the Staff Assembly over the last couple of years. What we all agreed upon was that in the past we've done a good job at asking the campuses to support the Staff Assembly, but that we've not done a good job of being seen as a group that supports the individual campuses. We realize that each campus is a unique and different individual and that you all have your own special needs and that our staffs are somewhat the same, but quite often they are very different. We understand that the needs of the smaller schools are much different than the needs of the larger schools, but we also understand that there are some similarities. But that in the Staff Assembly we needed to do a better job at addressing both the differences and the similarities. Delegates the Staff Assembly is at a place now where we need to refocus, retool, and readjust. We are at a place in the life of the Staff Assembly where we need to find our place in the UNC System; we need the respect of GA, as well as the respect of our campuses. We need to be looked at as a partner and a true advisor and not something that is a hindrance and disruption to the work day.

- On yesterday, the Executive Committee discussed UNC Tomorrow and that in his address to the Board of Governors, President Bowles announced his action plan to implement the strategies of UNC Tomorrow, well as the Staff Assembly, we need to take a hard look at how that pertains to Staff and how it will affect our future and moving forward. We all agreed that we need to
 1. Have a sub-committee that will concentrate on the research and results of UNC Tomorrow as it pertains to Staff.
 2. We realize that in order to be more effective and efficient we need to be more in line with the direction of the University system.

3. We took a hard look at our Bylaws and although we agree that we have made some changes and updates to them they have pretty much stayed the same since their inception and that was not the intent on the writers, the intent of the writers was that it would be a guideline to get us started and as you will hear later this morning, now it is our intent for our bylaws to help us move forward, be more effective, and more efficient.
 4. We next took a look at ourselves, the Executive Committee and we discussed our structure and what could we do as an executive committee to be better, stronger, and more effective. We came up with several recommendations that we think will help the Staff Assembly move forward as a world class and talented organization, and help us be more efficient and accountable to the campuses.
 5. We looked at our committee structure and we asked ourselves the hard questions of what has worked and what has gone dormant and why. There were various reasons, but we agreed that there needed to be change in how we operate and determine what our focus needs to be. We've had some committees that have worked well in the last year, and we've had some that had not and we had to evaluate how can we move forward and have committees that are working towards the good of our campuses and our staff. We discussed the past year and what we've done and have not done.
- As many of you know last October when we met here, we voted to have 4 meetings of the Assembly a year and we had 3, we held an in person meeting for the fall and because of the budget we were held two more all day Video Teleconferences, one in February and the other in May. Our committee meetings were held via VTC and some of our committees continued to work in spite of our budget situations. Although the work of the Assembly was limited due to the economy and the budget some of our committees continued to work.
 - This year, I collaborated with and worked side by side with the Faculty Assembly Chair Judith Wegner, I attended the Faculty Assembly dinner meeting with their campus chairs, and their Executive Committee retreat this past summer and spoke with them how the staff and faculty could work together on initiatives be a stronger force to our campuses. Judith stopped into our retreat yesterday and asked what could the faculty do to help the staff and let us know that we have their support and that we would continue to work together on our committees that had the same focus and goal such as UNC Tomorrow and Legislative priorities.
 - I attended the Board of Governors meetings and reported back to you on the news of the University.
 - The Executive committee continued to work and held meetings every month in which we looked at what was happening on the campuses and GA and discussed budget implications as it was relevant to Staff.
 - I along with Cathy Pighini with several members of the Faculty Assembly visited the General Assembly and spoke with our elected officials about the budget the effect it was having on our faculty and staff.
 - I sat on the Hate Crimes Commission from November –March

- Met with President Bowles and his cabinet last spring
- Met with Kitty McCollum, VP HR once a quarter
- Our Campus Chairs have been busy this year, you all have had a year of challenges on your campuses, but with the leadership of Wayne Reeves, ECU, Margo Gross, UNCC, and Nancy Jones, UNC W, you were able to move forward and work together. The Chairs committee surveyed the senate's and councils to provide the top three issues and concerns from the institutions and then they were able to narrow those to a top five with the number one issue being the budget and it's impending impact to the institutions. The Chairs committee focused on tracking and addressing the budget impact related to staff issues. There was active communication from the Campus chairs to the campuses with its members sending updates almost on a daily basis of the legislature for budget, health plans, voluntary furlough bills; the governors mandated employee furlough directives, as well as other requests for information. The emails and alerts allowed the chairs group to stay current and actively engaged with major items affecting our campuses. The campus Chairs held 12 vtcs and produced 12 sets of meeting minutes and those were all forwarded to members of the staff assembly. The recommendations coming from the Campus Chairs committee were limited due to the primary focus of sharing information and requesting information from the campuses, legislature, and GA. They however did recommend a revised location of the Staff Assembly web pages on the new GA website and several recommendations were made in regards to pending legislation and the proper manner to communicate with your legislator.
- Our budget committee continued to meet via email and teleconference. They reviewed our budget reports, created the budget request form, obtained contact information for the faculty assembly budget and planning committee and gave their input on our expenditures. They reviewed the budget request for fiscal year 2009-2010 and submitted the formal budget request to host the fall meeting. They also review their mission revising it to more accurately reflect their accomplishments and realistic goals. Their mission statement was approved at our May 6 VTC meeting. Thanks to Marlena Van Vliet, ASU for leading our budget effort.
- Our Staff Development Committee worked hard this year to recommend policies and practices that would promote and encourage staff development that would sustain a progressive workforce through the UNC System. The met 11 times this year via conference call, exchanged numerous information emails and were led by Kevin Bullard, UNCG. In discussion of our health plan, they submitted the fitness resolution and discussed the OSP weather policy and a Staff Development Assistance fund.
- The HR committee had a busy year in that they had an agenda that covered but was not limited to compensation, benefits, flex scheduling, tuition waiver, Educational benefit survey, and article 16. They met 10 times this year only taking a break for the July 4th holiday and a scheduling conflict. They too worked diligently through emails with the primary focus of their meetings being to brain storm and delegate projects to the members of the committees. Early in the year they recommended the flexible scheduling policy, which was presented to President Bowles and his executive committee in April. They recommended a salary letter, the expansion of the tuition

waiver plan, and monitored the activity of article 16, in which there have not been any changes. The HR committee was led by Alan Moran, UNC-CH, with a strong nucleus of individuals that went out of their way to represent the best interest of the both employees and the university community.

- Our communications committee worked hard on our newsletter and we look forward to producing that for you in the coming year.

I am proud of our committees for the work that they produced despite the grim economic outlook of 2008-2009. We continued to have committees that worked and look for the best in the staff assembly. As we discussed in our retreat yesterday, now it is time for us to look forward and move forward. But to do this we have to find our focus, retool, and gear ourselves to be more effective and efficient with fewer resources. We realize that the measurement in the past for our success has been gaining a pay raise and getting better benefits, and to be measured by that standard means that we have failed as a Staff Assembly. We also realize that we can no longer be measured by those standards of success, our economy and our state budget do not allow for that. We must look at other ways to measure how we can make a positive impact on our campuses. We must engage our staff and we must upgrade the talent that we have to be the best in our fields that we can be. We must find our focus and look at the things that are most important to us and find ways where we can be efficient and effective. WE must enhance our staff's participation! We can do this through four areas:

- Staff Development:** Our staff development committee has done a great job of bringing great ideas to the Assembly, and now it is time that we can take those initiatives to greater heights, through methods such as YouTube, podcasts, training tips, wellness, and awarding our staffs on small scales
- We can enhance our staff's participation through **Communication**. This year sent a lot of information, but yet we there were areas where we were lacking in receiving information. There should be transparency from GA to us to the campuses and from the campuses to us. WE must find a way that will lead to open communication across the board. We must work to foster those relationships on our campuses and with GA that will lead to information sharing that's for the good of the University. During the last year, I met with Kitty McCollum, VP of HR on a quarterly basis to discuss the Staff Assemblies, issues, concerns, and accomplishments, well Kitty retired last week after 29 years of service to the state. The executive committee has requested that I now meet with Jeff Davies, Chief of Staff, to help foster the relationship with the Executive office at GA. We've done a lot with communication, but we realize we must do a better job at keeping you informed and our campuses and GA must do a better job of keeping us informed.
- The next area where we can enhance our staff's participation is through **Collaboration**, more collaboration with our campus leaders, with GA, with the faculty assembly and senates, between our campuses. We must find ways to work together to strengthen the bonds of our groups. To find common goals that we share and work together for the common good of our University system. We must get to a place where they seek us for advisement on decisions that are made

for the University staff that we are asked to serve on committees of importance and committees that look to move us forward as a University.

- D. And the last area in which we can enhance our staff's participation is through **Community Involvement**. We are all part of our communities, and our staff assembly can play an integral role in the advancement of not only just our campuses but our communities as a whole. We want to look at a Staff Assembly **Day of Service**, a day where we can give back. A day where we are recognized as the Staff Assembly and that we care about our staff and our communities as a whole. That we understand that the economy is bad that there are others out there that may need more than we do, but that we can work together to help each other in a time of need.

So as we move forward with our decisions today, whether it is on committees, bylaws, or the election of our officers, let us reflect on the year gone by and let us open our eyes to see the year ahead and focus on enhancing our staff's participation. Focusing on the positive impact that we, the leaders of the 43000 staff of the UNC System, can make on our campuses. We can be more effective and we can be more efficient, and we can make a difference. Remember this, we, as staff are the nuts and bolts of the University, we hold it together. Thank you for your time this morning and I look forward to a year of positive movement and positive impact as we enhance our staffs Participation on all of our campuses.

Kelley N. Eaves-Boykin, Chairman
UNC Staff Assembly