The Staff Council meeting was held in Reese 524.

**Officers present:** Angela Gay (President), Cindy Edwards (Vice President), Penny Stevens (Secretary), Karen Haar (Treasurer)

**Representatives present:** Kathy Whaley (Area 1), Juanita Fitts (Area 2), Lolita Rowe (Area 3), Liz Bowling (Area 5), Patrick Jones (Area 6), Beverly Guessford (Area 8), Shannon Homesley (Area 9), Robyn Flowers (Area 10), Katherine Humphries (Area 12B), Frank Hogan (Area 13), Rocco Germani (Area 15A), Ronnie Bell (Area 15B)

**Representatives absent without notice:** Celeste Corpening (Area 4)

**Representatives absent with notice:** Cynthia Stasiewski (Area 7), Marcia Henderson (Area 11), Yvonne Billings (Area 16), Vidal Dickerson (Area 17)

**Guests present:** Danielle Rodriguez, Kimani Varner, Kelley Eaves-Boykin, Chief Jeff Baker, Officer Sean Smith, Officer Jerry Lecomte

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**Call to Order & Welcome**

Angela Gay, President

**Guest Speaker**

Kimani Varner, Big Brothers Big Sisters of Greater Charlotte

- Big Brothers, Big Sisters of Greater Charlotte has served for 100 years nationally and for 39 years in the Charlotte region, specializing in 1:1 mentor relationships.
- The school-based program is tailored to fit the need of corporate volunteers or those who work full time jobs within the Charlotte region.
- The school-based program services 8 counties surrounding the Mecklenburg and Cabarrus areas.
- Volunteers (“bigs”) are asked to give 1 hour for 1 day a week to have lunch with a “little.”
- The children who qualify for this program are those who:
  - Qualify for free and reduced lunch
  - Are from single parent households
- There are approximately 75,000 students who meet these qualifications and would benefit from having a “Big” in their life. However, due to limited volunteers (especially for young men), Big Brothers Big Sisters are currently able to serve only 1,300 children.
- It has been proven that the influence of the BBBS program will make a difference in these childrens’ lives.
  - 98% of young girls in the school based program avoid teenage pregnancy.
  - 96% of young people who have a “Big” avoid delinquency.
  - “Littles” have said that having a “Big” makes them want to come to school.
- To be a “Big” within the school based program you may use either your lunch hour to have lunch with your “Little” or you may use portions of your community service leave. The program is flexible so that you do not have...
meet only at lunch, but arrangements can be made to have you meet with your “little” at other times throughout the school day. BBBS works with the schools to make these accommodations.

- Due to nature of the program, a background check must be performed for all volunteers by BBBS. The cost of the background check is $25.
- If you are interested in additional information or signing up to be a Big in the school based program, please contact your area representative or Staff Council President Angela Gay.

**Guest Speaker**  
Chief Jeff Baker, Police & Public Safety

- With campus move-in day for students living on campus occurring on August 19th and the opening of CMS schools, traffic patterns on and surrounding campus will be significantly affected. The first few weeks of the academic year will be tough; however, Police and Public Safety do have a plan for creating a more manageable traffic pattern.
- Lights on campus are timed by density on Cameron.
- There has been a steady decrease in crime on campus; however, larcenies from buildings are still steady. In most cases this has been the result of individuals leaving materials unattended and in plain sight. There have been 11 incidents on campus in comparison to the 50 incidents reported from the CMPD University division within the last month. Some of the main items which have been taken are phones, iPads, and laptops. Campus Police would like to remind you to secure your property.
- An emergency management exercise was held on campus in the SAC to assess it as an emergency shelter location. The assessment with FEMA yielded excellent ratings.

**Guest Speaker**  
Kelley Eaves-Boykin, Staff Assembly Chairman

- During the August Staff Assembly Retreat and Executive Meeting, the Staff Assembly discussed and adopted parliamentary procedures for having effective meetings.
- The universities are not well represented in the General Assembly (GA).
- Staff Assembly’s direction across the state is to be the voice of staff to the president and the GA.
- Our goal is to boost moral for the university system.
- We will research for best practices in other states and across the country.
- Nominations for the Erskine Bowles staff award were discussed.
- A staff donation of $1 for a Staff Scholarship was discussed.
- ACAA issues were discussed and a task force was formed to review athletics on all campuses.
- Budget updates were discussed regarding a staff raise for next year.
- Tuition waivers to allow spouse or child to use were also discussed.

**President’s Oath**

- Staff Council President, Angela Gay, took the Staff Council President’s oath, which can be found on the Staff Council’s website. The oath was recognized by the Staff Council and notarized by Shannon Homesley.

**Treasurer’s Report**  
Karen Haar

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President’s Report

Angela Gay

Attended the Staff Assembly Executive Meeting – Video Conference

- President Ross addressed the Assembly. Questions were asked pertaining to employee morale, career banding, some UNC Schools losing ground, and the practices of some UNC Schools not promoting within their ranks, but hiring from outside.
  - President Ross stated that each of these questions were interrelated to Senate Bill 575 regarding Personnel Flexibility and stated that with changing personnel authority from OSP to BOG yields more flexibility on how we use funds and how we can provide incentives for state employees. It is more flexible for the campuses and benefits.
  - He encouraged all present to look at your campus and evaluate how can we increase employee morale as morale is the key to productivity. He suggests it should start from the top encouraging employee professional development.
  - Questions were also posed regarding the budget and he stated that we would likely know a lot more about the future budget within the next 3 months.

- October 6, 2011 is President Ross’ Inauguration. Taking place at NC A&T State University at 10am it will be streamed online. A link will be sent out to the campus as soon as available.

- It was emphasized that the Staff Councils within the University system should narrow our scopes to 2-3 important issues throughout the year and focus on those.

- It was also suggested that we document the impact of budget cuts on employees and how it affects their work on their campuses as well as within their personnel lives. BOG wants to hear those stories.

- The question was posed if it was likely we would continue to see rises in the cost of health care and the answer was yes, it is likely to continue seeing future increases in the cost of coverage for health care.

- Additional criteria were drafted for the Erskine B. Bowles Staff Service Award. Information regarding nominations for this award is located in the Staff Assembly newsletter sent late last week.

- It is requested that each campus nominate one permanent, full-time staff member from their institution as a potential recipient for the 2nd Annual Erskine B. Bowles Staff Service Award. Nominations are due no later than September 15, 2011. The recipient of this honor will be announced at the October 18, 2011 meeting of the UNC Staff Assembly.

- A comprehensive campus report for UNC Charlotte Staff Council, dating April to present was given to the Staff Assembly.

- There is a vacancy for the position of Staff Assembly Alternate. A new alternate should be appointed as soon as possible. If you are interested please email Angela Gay by Wednesday, August 24, 2011.

OLD BUSINESS:

Committee Reports:

Operational Support Committee

Angela Gay

Elections Recap

Nominations took place May 31st – June 6th. A total of 31 individuals nominated a colleague. Paper ballots were distributed, however, no paper ballots were returned for nominations.

Elections took place June 22nd – July 1st. Results were announced on July 5th. UNC Charlotte staff was elected into 3 officer positions and 12 representative positions.

A total of 339 people voted in this year’s election.

The elections committee consisted of Patrick Jones, Marcia Henderson, Cynthia Stasiewski, Danielle Rodriguez, Angela Gay, Yvonne Billings, and Elizabeth Mace.
Education & Events Committee
Danielle Rodriguez

Retreat Recap Report
The Staff Council 2011 Retreat was useful and well received for the amount of information shared and interaction we were able to achieve. Staff Council plans to continue this event annually for area representatives and officers. The expenses totaled $420 for the site, food, and transportation.

Participant Feedback:

Overall evaluation of retreat:
68.2%-satisfied, 27.3%-somewhat satisfied, 4.5%-neutral

Fall Festival
Lora Bassett
There was discussion and a motion to purchase t-shirts for Staff Council members from discretionary funds. The motion was seconded and approved.

Staff Recognition Week activities
It was moved, seconded, and approved to postpone this topic until the September meeting.

NEW BUSINESS

Operational Support Committee
- 11-12 Initiatives
  It was moved, seconded and approved to postpone this topic until the September meeting.

Education & Events Committee
Angela Gay
- School Tools Partnership
  - Email communication has been sent out regarding the school tools donation drive. The drive will take place August 15th – 19th at various donation locations across campus. A flyer has been sent out from Community Affairs and Staff Council. Please disseminate this information to your areas to collect donations.
  - This year the focus for collections is: 1 subject, 3 subject and 5 subject notebooks as well as pencils, colored pencils, and markers.
  - Boxes distributed by Staff Council are at: Student Activity Center, Student Union, Reese, Atkins, Facilities Management, Duke Hall, and Grigg.

- Orphan’s Heart Diaper Drive
  - It was voted to have the Orphan’s Heart Diaper drive from October 17, 2011 – November 4, 2011. We will be collecting diapers, crib sheets, and baby wipes. Art Sutherland is our campus contact as he will be taking a mission trip to Guatemala in December 2011 and will deliver all supplies. Please see below for additional information regarding Orphan’s Heart and Art Sutherland and family.

Art Southwell, a staff member in Facilities Management, contacted Marcia Henderson regarding the diaper drive for Orphan’s Heart. Art is assisting Orphan’s Heart in collecting donations of 17,000 diapers to be donated to the Children’s Malnutrition Center of Guatemala. It takes 17,000 diapers to operate the home for one month where there is currently 70-80 babies being hosted.

Diaper sizes 1-2 and 3 are needed. In addition baby wipes and crib sheets are needed.

Art and his family will be visiting Guatemala in December 2011 and will move there for a year to serve in 2013.

The Children’s Malnutrition Center of San Juan, Guatemala provides temporary care to infants and young children who are severely malnourished. The children range in age from infancy to 10 years of age.

The children come from homes where they did not receive proper nutrition, primarily due to their parents’ lack of means to provide the necessary food and care. Some children are even
near death by the time they are brought to the Center. There are also young children at the center who have been abandoned at the Center.

The children receive housing, daily bathing, medicine, and three meals a day. There is also a doctor who volunteers time every week at the facility. A child is discharged from the facility once the doctor determines that they have regained proper health and that there are assurances that the child will receive proper nutrition on a regular basis once they leave the facility.

There are currently more than 75 children living at the Center. However, we will have the capacity to house and serve up to 200 children once the many repairs and improvements have been made and have acquired the additional resources that are acquired to hire additional staff to care for additional children.

http://orphansheart.org

Staff Relations Committee  Kathy Whaley
  o Briefly discussed the role of the Staff Relations Committee
  o The committee met during the retreat and brainstormed some initiatives to consider for the upcoming year:
    ● Staff Council Marketing Campaign
    ● Promotional Items for Newcomers Orientation
    ● Staff Feedback/Comments
    ● Community Service Project – Day of Service
    ● Parking Incentives – Compensate with some type of voucher for other services (dining, athletics, bookstore)
    ● Humanitarian Award/Spotlight, Campus News
    ● Host-A-Student Initiative
    ● Diversity

The next meeting will be held September 14, 2011 in Reese 524 at 9:00 a.m.

Respectfully submitted,
Penny Stevens
August 16, 2011