

DECEMBER 2021

MEETING SNAPSHOT

The Staff Senate is a non-governing body, and serves as an advisory board to the Chancellor to represent all SHRA and EHRA non-faculty voices on campus. The last meeting took place on December 8, 2021 via Zoom. Here are some of the updates shared:

STAFF SENATE CHAIR'S BULLETIN

Update from Adam Clark

- The budget passed! We will be seeing our bonuses in our December paycheck, and we are still waiting on guidance regarding raises and retroactive pay.
- Library expansion will be funded by the new budget.
- Teleworking will be permitted in some capacity. It will not be the norm. The Chancellor has expressed that he wants a strong presence on campus to support our students.
- Provost Winebrake announced the call for nominations for [Teaching and Service awards](#). Staff can nominate a faculty member for one of these awards. Nomination deadline is Jan. 21, 2022.
- The renaming of parking lots will begin soon – subcommittee will be meeting to discuss next steps. Target for completion is the summer 2022.
- New parking system will not affect staffing for parking and transportation services.

HUMAN RESOURCES REPORT

Update from Elaine Doell

- [Bonuses](#) will be in our December paycheck. We're working hard to get raises and retroactive pay implemented in the new year.
- A lot of changes happening in HR. Molly Nece, Olivia Cunningham, Michel Lonnecker have left. Melissa Cox has returned - yay! HR is working to refill newly vacant positions and thinking about how we can meet staff needs in the future.

ENGAGEMENT COMMITTEE

Update from Christie Hernandez, Committee Chair

- Photo competition went well! Our winners are: People - Dean Heath, Places - MJ Giammaria and Pets - Karen Thompson. Photos will be online.



ORIENTATION COMMITTEE

Update from Angie Wiggins, Committee Co-Chair

- We had a fabulous Employee Network Chat. Future chats are available on [Dare2Learn](#). You do not have to be a new employee to join! [Upcoming sessions](#): Jan. 10, Feb. 8 and March 3.

SCHOLARSHIP COMMITTEE

Update from Elizabeth Davis, Committee Chair

- Communications committee has approved our posters, and we will be printing and distributing them across campus soon.

STAFF PRIORITIES

Update from Nina Herzog, Committee Chair

- We are currently preparing a presentation about the impact of salary on UNCW staff members; focusing on average salaries vs. the cost of living.

CHANCELLOR SEARCH FEEDBACK FORUM

- Scott Murray, from UNC System Office, recorded staff feedback before the next search committee meeting. The 18-member committee formally kicked off the search on Nov 1. We've also set up a [Chancellor Search Website](#), where you can find more detailed information regarding the search, as well as an [online survey](#) to provide feedback.
- Questions asked during the forum were: What are current strengths or key points of pride of UNCW? What are the key issues, challenges, or opportunities facing UNCW? What kinds of experiences, skills, and attributes should the next chancellor have? What do you think should be the top priority of UNCW's next Chancellor?
- You can send Chancellor nominations directly to chancellorsearch@northcarolina.edu.

GUEST SPEAKER

Dr. Donyell Roseboro, Interim Chief Diversity Officer and Dr. Edel Segovia, Director of Centro Hispano

- Dr. Roseboro shared Overall Student Enrollment demographics; student enrollment is over 18,000. However, we have not increased percentages in regards to racially and ethnically diverse student populations.
- There are discussions around offering more than two gender options when recording gender demographics.
- Not many changes in racially/ethnically diverse new transfer students.
- In efforts to increase diversity in our student populations, we are also trying to offer more scholarship opportunities for diverse students.
- Graduate student enrollment demographics are also being monitored – some progress since Fall 2020, but not enough to change the overall percentages of diverse students.
- We still have a lot of work to do regarding faculty and staff diversification.
- We have several art projects underway - digital and physical spaces: Artivism for Social Change. These projects are intended to help us analyze our spaces.
- Chief Diversity Officer candidates are currently completing on-campus interviews.
- We began archiving statements from leadership so that we have record of what leadership is saying about diversity – these archives can be found on the DEI webpage.
- We have a new call for artists! This year's exhibit will be a public exhibit focusing on indigenous communities.
- Dr. Segovia shared that construction with new spaces is wrapping up. We've been fortunate to see the progress, despite delays. Please stop by and visit! Located on first floor of Fisher Union.
- Angel Garcia is an assistant director in OIDI.
- If staff or faculty are using tuition benefit to take classes, look into study abroad programs! Dec. 3 is the deadline for current programs in [Oaxaca](#).
- [UNCW Latinx Resource book](#) is online.
- Martin Luther King Jr. event is in planning and the Parade is set for Jan. 17! Step show will be Friday, Feb. 11 following a fashion show on Feb. 10.
- Black History Month is coming up in February! We encourage you to celebrate in your own way, and reach out to collaborate with Upperman.
- Mohin-Scholz LGBTQIA Office grand opening is March 25 at 11 a.m.
- [Cornerstone Awards](#) have opened. If you know any students who are well-deserving, please nominate them! Nomination deadline is noon on Jan. 24, 2022.

STAFF ASSEMBLY UPDATES

Update from Susan Smith

- As an assembly, we have chosen ten system-wide areas of focus for the next year.
 1. Create an atmosphere system-wide that would promote retention; look beyond salaries to creative solutions to foster a quality workplace for all staff throughout the system.
 2. Improve employee retention within the system and at the campus, where possible.
 3. Advocate for a Bereavement leave policy.
 4. Eliminate the 20% salary cap policy.
 5. Increase and/or adjust salaries for staff impacted by compression as a result of the 31.2 legislative mandate.
 6. Establish career development pathways and promotability to reduce turnover and enhance job satisfaction--keep the talent pool within a department and institution; as part of this, define skill sets and recommended training to attain those career goals; include supervisor training. Provide training to Staff Assembly on how to deal with administration, board of trustees, successful negotiations and report writing.
 7. Increase engagement with State and elected officials in order to build a relationship so that they can understand the unique needs of University Staff.
 8. Develop an Orientation prior to the new year for new Staff Assembly members to introduce the function and purpose of the Staff Assembly.
 9. Mandatory exit interviews to collect data.
 10. Leverage our presence on campuses for fact-gathering that supports our concerns in a systematic way. As an example, take the anecdotal evidence regarding staff exodus and put some facts behind it.



NEXT MEETING:

The next Staff Senate meeting is scheduled for:

Wednesday, January 12, 2-4 p.m.

A Zoom link for this meeting will be shared via email.