

UNIVERSITY *of* NORTH CAROLINA  
**P E M B R O K E**

**Meeting Minutes of the Staff Council**

October 20, 2015 – 2:00 p.m.  
UC Annex 203

**Call to Order**

The meeting was called to order at 2:05 p.m.

**Roll Call**

**Present:** Nicolette Campos, Robert Canida, Natasha Kinto, Angela Russell, Kindra Locklear Mark Hunt, John Lerma

**Absent:** Kimberly L. Locklear, Sharon Blue

**Introduction of Guests**

Ronette Gerber, Dr. Hicks, Mark Gogal and Donna Strickland were thanked for their attendance.

**Title IX Presentation**

Ronette presented information related to Title IX. Ronette noted that the university prohibits its faculty, staff and students from engaging in any form of discrimination, protected-status harassment, sexual harassment, and sexual violence, and retaliation and expects these individuals to refrain from committing acts of discrimination, bias, or sexual violence. She noted that sexual harassment may be verbal, non-verbal, or physical in nature, such as persistent unwanted sexual comments and/or advances or requests for sexual favors. Sexual harassment also includes acts of sexual violence.

Both victim and the harasser can be either male or female, and the victim and harasser can be the same sex. In the workplace, the harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of UNCP, such as a visitor or vendor.

Ronette noted that she will be conducting 3 different training's for Title IX. She noted that the training will be mandatory for all employees. She noted that the sexual conduct policy for student is moving forward for approval.

**Reports from Administrators**

**HR**

Donna Strickland stated that EHRA and SHRA employees will receive a \$750 bonus (all in one check; non-reoccurring).

### **Chair's Report – Nicolette Campos**

Nicolette's report included the following:

#### **Staff Assembly Meeting**

- Nicolette and Robert attend a reception for President Ross
- New Officers Election:
  - Chair: Pernell Bartlett, ECSU
  - Vice Chair: Byron Riddick, Fayetteville State
  - Secretary/Treasurer: Mande Lancaster, East Carolina
  - Parliamentarian: Garrett Killian, East Carolina
  - Communications Officer: Patsy Seiler, UNCSA
  - At-Large: Terry Locklear (1 year term) UNCP
    - Wyona Goodwin (1 year term) NC STATE
    - James Griffin, A&T
    - Kevin Snook, ASU
    - Pam , Western Carolina
- Nicolette learned that some campus' do in fact have Staff Emeriti
- Continue to work on Adverse Weather Policy. Working on a proposal to give Chancellors more authority, to include clearer verbiage and to address leave time. The current policy does state that employees can opt as to whether or not it is safe to come in to work, but they must use leave. Make-up time is decided upon by the campus and not by individual supervisors.
- House Bill 495: 2-year probationary period in now 1 year, effective October 1st
- Each campus has a RIF policy – Nic will meet with Angela Revels to review UNCP's
- Professional Development Opportunities:
  - Compsych
  - Employee assistance program
  - COMPASS at NCSTATE - \$125/year. Stephanie also conducts training and will come to your campus or conduct a webinar
  - A&T has a supervisory Development Training Program called the CLOE Program
- Increased pay needing to be approved by BOG's has increased from 10% and \$10,000 to 20% AND \$15,000
- Bond Package to be voted on in March – all campuses have buildings in it. UNCP is requesting funds for a new School of Business building.
- Chancellor's Golf Cup Tournament:  
Wednesday May 25th, 2016  
Location TBA

#### **Other Updates**

- Homecoming was a great success with 8 offices participating in the office

decoration competition and 90 entries in the parade. Dr. Cummings presented the winning office with a signed and framed certificate.

- Dr. Burnette has agreed to add the Chair of Staff Council to the Platform party at Commencement.
- Health Benefits Fair
- Feedback from Pizza Party?
- Collected two large boxes of food for the UNCP CARE Center

### **Chair To Do**

- Schedule and meet with other departments under the umbrella of facilities
- Employee of the Quarter/STAR employee
- Nomination for Staff Council: Thank you to Dr. Cummings for sending out an email to his VC's endorsing Staff Council and requesting that they encourage employees to participate and to recognize employees when they do participate!

### **ERC Report – Natasha**

- Natasha reported that the 2<sup>nd</sup> Annual Chili Cook-off has been scheduled for Monday, February 1 (11:30-1:30PM; UC Annex).
- Natasha noted that we should consider developing a program for staff events

### **Nomination Report**

- Full slate of new SC members to begin in January
- We have received quite a few nominees
- SC is encouraged to nominate colleagues

### **Treasurer's Report – Kimberly Locklear**

Non-state - \$2654.21

State - \$600.50

Gift – \$974.35

### **Old Business**

There was no old business

### **New Business**

Kindra Locklear made a motion to adjourn the meeting and Angela seconded. The meeting adjourned at 3:40PM.