The following questions were submitted to Staff Senate and given to the Chancellor for her review.

Her discussion with the Committee and answers are listed below:

1) Chancellor’s transition plan:

After your first 90 days here on campus “listening” to the different divisions/departments...

- What areas have you identified that Staff Senate would be able to help you with?

  a) Communication- we need to make sure that staff are informed, the information needs to timely and concise. Notifications that are long in length or excessive emails with redundant information will NOT be read. Staff need to feel that when a message/email is distributed that the information is important and needs to be read/reviewed.

  b) Making People feel valued – showing staff that their contribution (job) is important and that they are a valued part of the ASU Campus. Highlight to staff what the university is doing for them personally by informing staff what benefits are available to them.

  c) Diversity – recruiting, making sure that we have a diverse pool of candidates...we need diversity on this campus and she will work to make sure that it happens.

2) Incentives for Staff Senate participation, ways to increase membership:

Staff Senate is very important to the SPA employees here at Appalachian State University and the organization has worked hard to become a “true” voice for the staff, not only on the campus but also in Raleigh. It has become increasing difficult to recruit members for Staff Senate which leads to a lack of staff stepping up to our needed leadership roles.

- Do you have any suggestions (from your previous institutions) on how administration/supervisors encourage staff participation to increase our membership participation?

  a) Hold symposiums for staff to attend as teams with subjects that are of interest to their lives (work/life) and professional development opportunities.

  b) Infuse Staff Senate Mission Statement through any activity and statements going out to staff reminding staff what you purpose is and that you are acting in their behalf.
Staff Senate Mission Statement

The mission of Staff Senate shall be to provide representation for the staff and to be a voice in decision making processes of the Appalachian community. Staff recognize their increasing role of providing professional services to the University. The Staff Senate shall seek new opportunities for staff, and ensure that staff work in a positive, respectful atmosphere with opportunities for their own professional and personal development.

3) What areas have you observed that need major changes:

There are always adjustments that will take place when the leadership of a university changes.

- Have you identified any areas in which you anticipate major changes?
  a) Supervisor evaluations – there needs to be a 360° evaluation process to ensure that staff have the opportunity to make their opinions noted.
  b) Supervisor training – make sure that the supervisors are properly trained and can give the staff the quality supervision and that they are informed of campus policies and procedures.
  c) Mission – infusion of the ASU Mission throughout campus throughout all levels!

The following questions were submitted and referred to other departments for answers:

1) Will there be any kind of university-wide, cost savings shutdown during this end of December holiday season? (Submitted to HR)
   Yes and information was sent out to staff about the shutdown.

2) Where is the money coming from to fund the energy upgrades by PEPCO? (Submitted to Mike O’Connor)
   Our current utility allotment from the state. As we reduce use and cost, we can use those annual savings to finance the work.

3) How much will the upgrades save?  $1,485,031 per year
4) How long will it take ASU to see the savings?  Immediately

5) Why are the stadium lights on all the time?  (Submitted to Athletics)

   Depending on the team and the time of year, the field lights will be turned on from 5pm-8pm every evening as that is when the teams can practice because of class schedule. In the morning, ROTC uses the field as well as conditioning folks. Weather permitting, the conditioning group will use the field rather than Sofield. They do try to conserve everyday they can. If a team is only conditioning or training in a way that the full lights do not need to be on, they only turn on the lights on one side.
A concern of Athletics are the lights in the building on the 5th and 6th floors. There are emergency lights that must be on in the building at all times to meet code. They have tried to get the ability to turn these lights off when no one is in the building, but code does not allow the lights to be turned off.

6) Are we still trying to promote the idea of the “Appalachian Family” or is this another thing of the past that is no longer consistent with our upscale mission?

7) If we do believe in the “Appalachian Family” what are we doing about it?

8) If we no longer believe in the “Appalachian Family”, what are we doing instead?

These questions are answered with the ASU Mission Statement and Vision:

Mission Statement:

We promote a spirit of inclusion that inspires students, faculty and staff to form relationships, extending well beyond graduation. Our students think critically, communicate effectively, make local to global connections, and understand the responsibilities of community engagement. We embrace our obligation to help create healthy, just, and sustainable societies by equipping our students to live with knowledge, compassion, dedication, humility and dignity.

Vision:

Appalachian State University aspires to be the destination institution for dedicated students who seek challenging academic programs and co-curricular experiences, engaged faculty and a vibrant campus culture that will shape them into engaged, responsible global citizens. Inspired by the ideal of sustainable community, we seek to deliver the Southeast’s best comprehensive, progressive education. Additionally, the university will provide excellent value; will be an influential world citizen; and will develop a distinctive identity built on the university’s strengths, location and tradition.