Questions for the Chancellor  
November 16, 2015  
(with Chancellor response in red type)

1. Communication from Administration has improved greatly over the past year. However, recently, it seems to be primarily faculty-focused. Sometimes this is unavoidable, but whenever possible, could an explanation be given as to why staff are not mentioned. For example, when campus-wide committees are formed, if there is a faculty senate representative, can you make sure staff senate is also represented ... or provide Staff Senate leadership a reason as to why Staff Senate does not have representation? The recent communication regarding additional $750 to SHRA employees was a great example of providing explanation of why SHRA bonus is different from the 2.2% raise to faculty and EHRA. (And thanks for that!) When only faculty are mentioned in campus wide announcements, it widens the divide we are trying to close between faculty and staff.

- ASU was told by the Legislature that they could not give the university employees the additional $750 to SHRA. The request would have to be submitted to and obtain approval from the Legislatures.

- For those staff that this has created a hardship they can apply for the ELF fund available through HR for a “loan” of up to $750 (interest free) with a payback of five years.

- The Chancellor and HR will maintain a strategy to keep positions current w/market adjustments.

- There are other staff “perks” that will be investigated to give staff.
2. It has been stated that when Margaret Spellings arrives as UNC system president on March 1, she’ll have an immediate to-do list: Heal divisions on the Republican-dominated board, build bridges with skeptical faculty and win budget battles in the legislature. In 2005 Spellings formed a Commission on the Future of Higher Education, which looked at issues of access, affordability, quality and accountability in the nation’s colleges and universities. A report and recommendations a year later concluded that U.S. higher education was at a crossroads, faced with market, global, technological and financial pressures. Now ten years later she is going to take a look at what is left to be done. If you had a private meeting with her, what comments/questions would you present to her in connection with Appalachian State University to continue its future growth as a premier UNC institution?

- The Chancellor is looking forward to meeting with President Spellings and working with her for the betterment of Appalachian State University. She will underscore the importance of AppState’s affordability, quality (we do more with less), and accountability.
- The new President will be visiting the Boone area and the Chancellor will be making sure that the fact that Boone is a different location that has the “resort” cost of living that needs to be taken into consideration in the equation of employee salaries.

3. What do you see as the primary financial need facing AppState? What are your top three (3) priorities for budgeting the funding issued to AppState?

- The Chancellor feels that the primary financial need is staff compensation. There must be accurate and appropriate market range adjustments. Different markets have different salaries for positions and must be reviewed once a year.
- There will be a Bond referendum on March 15th, 2016 for 70 million to fund the building and development of the Beaver Health & Sciences facility. This building will “free” up other buildings on campus and allow positions for staff to move up in their careers.
- Parking – there is a need for a sliding scale for what staff pay.
• The Master Plan – We need the campus to encourage staff to be involved with the discussion. There will be budget presentation on April 22nd from 10am-2pm for staff to attend, their voices to be heard to make a list of campus priorities. Please encourage staff to attend.

4. Is there an update on the faculty/staff housing survey?

• There has not been an update on the faculty/staff housing survey.

5. What has the feedback been with the 360 Supervisor evaluations and training? Will there be changes to policies and procedures to address the results of the evaluations? When we last met we talked about identifying the “poor performing staff” and how they are not held accountable. Have there been suggested policies or procedure to address this issue? This has been an issue since 2012 and has been reflected in negative comments and frustration from supervisors.

• The evaluations have not been completed in all areas, this is a transition year with the change to the fiscal year. There is an upgrade to the Admin. Evaluations and will track the completion of the evaluations for all staff.

• The goal is by April to have the ability to compare year to year, drive participation and have value based questions. Work plans will identify those that are working harder.

• The 360 evaluations will improve the management process.

6. What do you need from us?

• The Chancellor encourages staff to keep doing what we are doing.

• Make communication a priority.

• Staff voices are needed.

• The first “Staff Connect” will be held in the PSU on January 14th and once a month there after. Look for the notices… encourage staff to attend.