Appalachian State University Staff Council
Tuesday, January 11, 2011
Calloway Peak /Grandfather Mountain Ballroom PSU

APPROVED

MEMBERS PRESENT: Carol Anderson, Diana Barbee, Sheila Burleson, Erin Carpenter, Carol Carpenter-Stoudt, Bob Charlebois, Karen Clark, Monique Eckerd, Micah Fairchild, David Freeman, Diane Lowenberg, Kathy Mann, Jennifer Maxwell, Patrick McCoy, Seth Norris, Kathy Ray, Katherine Sbarbaro, Cathy Scott, Janice Smith, Kevin Snook, Marlena VanVliet, and Cathy Ziegler.


Staff Council President, Bob Charlebois, called the meeting to order at 1:35 pm.

The minutes from the November 9, 2010 meeting were approved.

Susan Davies, Associate Vice Chancellor for Enrollment Management- — Guest Speaker
Susan presented an informative power point that explained what enrollment management is. She also explained the goals of the enrollment management team to improve retention from 87%. The power point presentation is posted on the Staff Council website if you are interested in the presentation.

Old Business:

AppKids:
Diane Lowenberg reported that the 30th Annual AppKids received over $14,400 in donations this year which allowed us to sponsor 90 children with $160 each. Over 125 adult volunteers were involved with 95% of those being Appalachian employees. She thanked the staff council for making this such a successful drive this year.

Quality of Life:
Micah Fairchild reported that the survey had recently been closed and did not have numbers to report at this time. He expects to provide more information at the February meeting.

Coat Drive Update – Chris Bledsoe, who headed the Coat Drive was unable to attend the meeting. He sent word that the collection was a huge success and we surpassed our goal. Those interested in numbers can find them on our Staff Council homepage.

New Business:

ELF Fund: Patrick McCoy announced that Mr. Mike Steinbeck donated $10,000 to the Emergency Loan Fund. That fund now has almost $25,000. Patrick reminded Staff Council representatives that all staff can apply for up to $500, as an interest free loan. Contact HR for more information.

Human Resources Update:

Patrick provided information regarding the State Personnel’s decision to allow staff to volunteer their sick leave to non-family members.

The new vacation accrual rates that were announced will be effective as of Jan 1, 2011. The reason for the adjustment is to make our new employee package more competitive with other institutions in the southeastern
states. Employees who have been employed 0-2 years will earn 1 hr 40 minutes more of vacation time a month for a total of 9.3 hours (old rate was 7.9). Employees who have been employed 2-5 years will earn 6 minutes more a month for a total of 9.3 hours a month (old rate was 9.2). Employees who have worked 5-10 years will also earn an additional 6 minutes a month for a total of 11.3 hours (old rate was 11.2). Employees who have worked 10-15 years will also earn an additional 6 minutes a month for a total of 13.3 (old rate was 13.2). For employees who have worked 15-20 years, the new rate for them is 15.3 (old rate was 15.2). Employees who have worked 20+ will now be earning 17.3 hours of vacation each month (old rate was 17.2).

Patrick also updated the Staff Council on the possible budget implications for staff positions. A lively discussion followed and Patrick assured us that furloughs, although a possibility, are not currently being considered. He mentioned other options but stated that Chancellor Peacock will meet with the new UNC President, Tom Ross, to access Mr. Ross’s perspective. Patrick will continue to update us and will advocate as much as possible to protect staff positions.

The new adverse weather policy is now posted on the Human Resources website. He explained that staff will now be able to make a decision about adverse weather regardless of what the university is doing (canceled classes/closed campus, etc.) He also reiterated that staff members should always consider personal safety first.

The payroll social security tax has been lowered from 4.2% to 2% and this will be reflected in the January 2011 payroll.

A lengthy discussion was held discussing compensation and the implications of higher tuition translating to pay increases for staff. It was noted that most of the tuition increase money has gone to faculty salaries while the staff salaries have remained constant. It was also mentioned that the compression factor of staff wages needs to be addressed. Patrick informed us that Career Banding, as such, as been abandoned by the State. Market values determined by the Career Banding implementation may be implemented when/if the economy recovers. Right now, HR departments across the state have their hands tied by the uncertainty of what the GA will decide about the budget.

**Kudos:**

**December recipient:** Chris Bledsoe was unable to attend the meeting because of a family emergency but was given kudos for his exceptional work on the Coat Drive.

**January recipients:** AppKIDS committee members were given kudos for the amazing work done for this year’s successful campaign. – Andrea Mitchell, Cathy Scott, Diana Barbee, Diane Lowenberg, Janice Smith, Janice Voss, Peggy Eller and Sheryl Kane.

**Adjournment:**

With no further business, Bob Charlebois adjourned the meeting at 2:55 pm.

Respectfully submitted,

Carol Carpenter-Stoudt
Staff Council Secretary