Honorable Trustees,

Thank you for another opportunity to report to you on behalf of the Staff Senate.

Addressing challenges, making progress and charting a positive path forward best describes the focus of the Staff Senate for this past semester. 2020 came to an end, but the challenges we faced still continue — the COVID-19 pandemic, temporary furloughs, salary reductions, racial equity, just to name a few.

However, the Staff Senate continues to progress: motivated by our theme “Leading together during this time of change.” In doing so, we have engaged the following key partnerships in the campus community:

- Partnered with students and collected over 200 pounds of food through multiple food drives for Feed the Pack food pantry.
- Staff Senate is now represented on the newly formed Student Advisory board for Feed the Pack Food Pantry.
- Joined forces with the NC State Career Development Center and collected over 500 items for the Wolfpack Styled Professional Clothing Closet, which provides students with professional clothing that they can wear for interviews, etc.
- Partnered with University Campus Police and collected over 300 toys during the 2020 Toys for Tots Drive in association with the U.S. Marine Reserves who distributed these toys.
- Support Roy Baroff, NC State Staff Ombuds as he seeks to help empower employees, connect them to university resources and coach them through conflicts.
- Provided feedback to the Sustainability Office regarding the draft Sustainability Training for New Employee Orientation.
- Invited the campus community to a Make Your Own Holiday Centerpiece event which allowed staff to de-stress and also provided an opportunity to create a holiday centerpiece.

Hosted the following campus entities at Staff Senate general body meetings since November:

- Nancy Whelchel, director for survey research presented the Spring 2020 Employee Engagement Survey and provided us with the staff results and an update on focus areas and initiatives.
- Charles Maimone, vice chancellor for finance and administration provided campus updates on spring activation plan and spring operations, isolation and quarantine plans, spring workforce and service plans, communications approach, budget outlook, legislative update, and many additional resources.
- Amy Orders, director, Emergency Management & Mission Continuity provided re-entry testing and ongoing surveillance testing updates.
- Daniel House Jr., Chief of Police University Police Department provided an overview of the full services the Police Department provided and how we can partner to make this campus the best it can be.
- Marie Williams, associate vice chancellor for human resources, provided monthly HR updates and keeps the staff updated on a regular basis on HR related matters that affect the staff community.
- Warwick Arden, provost, and Margery Overton, senior vice provost for institutional strategy and analysis who co-chairs the University Strategic Planning effort, facilitated a listening session where the senators were able to provide feedback on the strategic plan. In other words, we had a voice and they wanted to hear from us.

Lunch and Learn Events

- “Williams and the Black Freedom Movement was presented by the NC Museum of History” featuring Dr. Freddie Parker and Dr. Seth Kotch.
- NC State Compost Facility and Research Cooperative Tour – educated participants on NC State’s closed-loop organic waste management system.
• Green Zone Training- opportunity for the NC State Staff community to participate in the Green Zone Training with Military and Veteran Services Office.
• Supported OIED event, "Building Cultural Competence Knowledge and Skill-participants practiced skills for engaging effectively across differences.
• Roy Baroff -Equity and Equal Rights– and a variety of topics, i.e.
• Hosted a virtual Sustainability in your Kitchen event.
• NC State Brand training to understand the branding platform and received resources to create effective communications to elevate the Staff Senate within the campus community.

Future Lunch and Learn events

• Dr. Rupert Nacoste - “Creating Civility and Respect in the Age of Neo-diversity”
• "Conflict Resolution as an Extension of Leadership" featuring Roy Baroff

The Path Forward

• The path forward will still have its challenges, but we embark this new year excited about what’s ahead as we keep a pulse on the staff community, but also the resources that the staff senate have been afforded such as:
• Reaching our campus via our Staff Senate Making Your Voice Heard newsletter, Staff Senate website and Social Media with items that interest the staff.
• Maintaining a seat on the Transportation, Budget and University Diversity Advisory committees.
• Serving as the primary liaison between staff and the Chancellor, the University Council, Board of Trustees, Faculty senate, student senate and UNC staff assembly.
• Continue to pursue the Emergency Loan Fund Program which is still being reviewed and may be ready to roll out sometime in the early spring.
• Focusing and connecting with our extension staff across the 100 counties.
• Weekly Executive briefings and joint meetings with Chancellor Woodson along with the Faculty Senate chair.
• Shout Out’s to the many deserving staff.

As the Staff Senate continues moving forward and working through the grey areas of change, we will continue communicating issues and institutional activities affecting staff members, encouraging a sense of community and engagement among all university employees and serve as liaisons for staff members and other campus constituents. This year has been like none other, however we have learned through all the challenges, that we can continue to progress and move forward because we are Stronger Together. We are the Change!

Respectfully submitted,

Pat Gaddy, Staff Senate Chair