Call to Order – Chair Kimrey Miko

- Called to order 3:02pm

Presenter

- Justin Yeaman – Learning and Organizational Development Consultant
  - How To Professionally Object
  - AKA: How to disagree with your boss without getting written up for insubordination
  - 3 Groups of people:
    - Never disagree with their boss
    - Always disagree with their boss
    - Sometimes disagree with their boss
  - Why don’t we disagree with leadership?
    - Don’t feel like it will make a difference
    - Some feel intimidated
    - Scared of the harsh feelings– repercussions
    - Scared of hurting the relationship we have with our boss (if it is good)
    - If we don’t, it can lead to Group Think
  - Contract for Candor
    - Don’t wait until there is a disagreement
    - Make agreement with supervisor where they will listen to your opinions – less likely to take offense if agreed upon beforehand
  - Realize your opinion counts
    - You were hired for a reason
    - Your boss doesn’t know everything
  - Pick your battles
    - Don’t bombard your supervisor with issues
    - Constant disagreement may result in you being viewed as argumentative and uncooperative
  - Start positively
    - Pick a space – to be more confidential (don’t do it in public)
    - How you begin the conversation “sets the tone” for the whole thing
    - Start with something positive, room for growth/issues, end with something positive – the sandwich
    - Be mindful of supervisor’s tone/body language
    - If he/she goes on the defensive, remind them you are not trying to be mean
  - Intent before content
    - Go over your intent of the meeting before you go over your content
  - Don’t make is personal
    - What are you really disagreeing with?
    - Realize how you sound …
      - Don’t mean vs. do mean
      - I vs. you
  - Do your homework
    - Your opinion has little weight if it cannot be intellectually supported
    - Be able to back up what you are saying/the issues you are having
Somethings to remember

- Their opinion matters too
- Practice self-awareness throughout the conversation
- Remember, in the end he/she is still your boss

Approval of Minutes – Anna Logemann

- February 8th, 2018 Minutes
  - First: Nick Balestrieri
  - Second: Bobby Tuggle
  - Approved: all, none opposed

Executive Committee Comments

- Chair – Kimrey Miko
  - Submit volunteer hours via the link sent out with agenda
  - Contact Anna if you need the link or have questions about what you have submitted
  - Staff assembly golf tournament
    - Asking each school to come up with a company to sponsor their school for the tournament
    - If you have any ideas, send to Kimrey so we can get the ball rolling
    - The school that brings in the most money sponsorship wise, gets 15% of that money back and will go into our scholarship fund
    - Staff Emeritus will be awarded next week at the Chancellor’s Horizon Awards for Service on 3/14/18 from 5pm-7pm in Murphy Center
    - Thank you to LuAnn for all you have done for us this year in your role as chair-elect.

- Chair Elect – LuAnn Sullivan
  - Apologize for missing last month’s meeting
  - Shared letter she wrote to Kimrey for her resignation
    - Workload has increased in her current position, which has caused her to need to step down
  - Hates that she has to step down, but her job challenges have made it impossible to fulfill her duties as the chair of staff senate

- Secretary – Anna Logemann
  - Sign in if you have not
  - If you need the volunteer hours link or have questions on when you last submitted, please email me and I can check or send it to you

- Treasurer – Todd Inman
  - State Fund: $437.78
  - Discretionary Fund: $672.65
  - Children of SPA Scholarship: $2,290.94
  - Gail Jordan Scholarship: $2,159.39

New Business

- Chair Elect Elections – Kimrey Miko
  - Nominees: Nicholas Balestrieri and Brooks Person
  - Nicholas Balestrieri had to withdraw his nomination due to work conflicts
  - Only Brooks Person has nominated himself prior to the meeting
  - Nominations at meeting: none
  - Brooks shared why he would be a good chair-elect
    - Works at the School of Dental Medicine
    - Would like to lead and have more staff recognition for everyone
    - Question:
Johnny Rouse: Since only one person is running, don’t they win by point of acclamation?

Kimrey: our by-laws state we have to have a vote

- One vote for Todd Inman, one for Nick Balestrieri, one for Robin Mayo, the remainder for Brooks Person
- Brooks Person is the new chair-elect for the remainder of 2017-2018, will become chair effective June 1st, 2018

Old Business

- Bylaws – Amy Sweers
  - Article IV. The Committee Structure Section 4.0 Executive Committee
  - Questions:
    - Lisa Hodges: If chair-elect leaves now, would the vice-chair move into the chair-elect position?
    - Kimrey and Amy: It has not been written that way, we would have to do another by-laws revision and look at that option
    - Amy: We will look into that – by-laws committee will review
    - Amy Eason: Are we trying to get by-laws changed/approved before May elections?
      - Kimrey: yes – need it to be done before those elections
  - No other questions

- First: Nick Balestrieri
- Second: Amy Eason
- Approved: 26, 0 opposed

Committee Reports

- By-Laws – Amy Sweers
  - None – voted to approve the committee structure revision to the by-laws

- Communications and Marketing – Robin Mayo
  - Working with creative services to update staff senate video
  - Monthly snapshot of SS meetings – UNCW does – looking at this to see if it would work for us
  - Website is being updated, a few more things to tweak
  - Will need a new chair-elect for this committee
  - Treasured Pirate - working on this with HR, nominations due by 6/30/18; 7/1/18 the new program will roll out; annual ceremony with new program to give all recipients their awards – make it a bit more formal, will be a $250 and one extra day of vacation, certificate as their award – less recipients due to the better award; University committee to decide on the winners from each division; modeled new program after the NC Governor’s Award for Excellence
    - Working on marketing materials for the new program now
    - Nominees currently submitted will be done under the old program

- Diversity – John Southworth
  - Looking into what areas are underrepresented on staff senate – working with IPAR on this
  - Made some progress on this venture
  - Working on staff photo database – use these photos as promotion media for staff senate
  - Pirate Nurse 5K – looking to have staff senate volunteers – April 14th
  - Laupus Library holding their information day on 4/3 from 12-3

- Human Resources – Helen Lovett
  - Update on emergency assistance fund – receiving positive reviews, submitted looking forward to submitting draft guidelines for the program over the next few weeks
  - More incentive for staff to join this committee, incentive for attendance, more stringent attendance policy for committee members so they can get items accomplished

- Rewards and Recognition – Bobby Tuggle
Staff Appreciation week handout

- A few things are being added – will email out to all staff senators to share
- Staff senate spotlight each day during this week
- Daily email each day that week listing events and highlighting those staff members
- Cookouts are set – Qualtrics survey to see who will be attending
  - Main campus – Rec Center or on the Mall
- Thanked all members of the committee during the meeting
- Meal vouchers – on your One Card this year!

- **Scholarship – Todd Inman**
  - Selected the scholarship recipients
  - Two $500 scholarships awarded for Children of SHRA and the Gail B. Jordan Scholarship’s (two each)
    - SHRA: Morgan Watson and Ashley Winegart
    - Gail Jordan: Heather Siebert and Leah Rydell

- **Membership – Amy Eason**
  - Nominations closed at the end of February. All nominees have been vetted through HR
  - Notifying the person and their supervisor they have been selected – waiting on approvals
  - Elections will be held and all employees will be able to vote on their senators

- **Leadership and Professional Development – Tisha Nelson**
  - Helped with speaker today
  - BALL – set for 4/16/18 at Murphy Center 4pm-6pm
  - Marketing for it will go out soon – working on flyer

**Announcements**

- **Next Staff Senate Meeting**
  - Thursday April 12th, 2018 at 3pm in MSC Great Rooms

- **Board of Trustees Meeting**
  - Thursday-Friday: April 19-20, 2018
  - Location: Murphy Center

- **Board of Visitors Meeting**
  - Friday May 18th, 2018
  - Location: ECHI

- **Staff Appreciation Week**
  - April 8th – 15th, 2018

- **Chancellor’s Horizon Awards for Service**
  - March 14th from 5-7pm in the Murphy Center

- **BALL**
  - April 16th from 4-6pm in the Murphy Center
  - Keynote Speaker: Dr. Marilyn Sheerer

**Adjournment**

- **First:** Bobby Tuggle
- **Second:** Johnny Rouse
- **Adjourned:** 4:17pm