

2018-2019 STAFF SENATE ANNUAL REPORT



TABLE OF CONTENTS

Opening of the year	3
Organization Information	4
Who	4
What	4
Why	5
Senate Makeup	5
Senate Members	6
Yearly Initiative Report	10
Fundraising and Endowment	10
Professional Development	10
Diversity and Inclusion	11
Wellness	11
Community Service	11
Sub-Committee Reports	13
Human Resources	13
Governance	15
Public Relations	17
Scholarship	19
Other Miscellaneous Activities	22
Employee Appreciation Day	22
Homecoming Parade	23
Staff Senate Reading Club	23
Question of the Month	24
Promotional Showcase	26
Yearly Photos	28
A Look Toward the Coming Year	29
2019-20 Election Results	29
Planned Initiatives for 2019-20	29

OPENING OF THE YEAR

Greetings from Senate Chair

Greetings from Staff Senate! I first want to thank our Past-Chair, Mandy Dockendorf, for her leadership and dedicated service to Staff Senate this past year. I look forward to continuing to build the Senate's vision and mission and being an advocate for Staff. As this year begins, we share excitement because this is a natural time to think about new endeavors and enjoy the thrill of new beginnings. Staff Senate has identified five initiatives aimed at strengthening leadership and support opportunities across campus, while empowering staff to contribute to the building of their own future communities.



Natalie Broom, Chair

The five new initiatives are aligned with the revised 2020 strategic plan. Here are the new initiatives:

1. **Fundraising and Endowment.** Achieve sustainable funding for annual Staff Senate Scholarships by growing the endowment to \$100,000.
2. **Professional Development.** Identify professional development needs for staff related to current roles and responsibilities, or anticipated changes. Advocate for the creation of a campus wide professional development fund.
3. **Diversity and Inclusion.** Strengthen and foster an inclusive environment for staff on campus by engaging in the WCU campus community.
4. **Wellness.** Advocate and model the way to build a healthy, positive, and thriving WCU campus environment. Empower staff by providing educational opportunities to take ownership of their own wellness.
5. **Community Service.** Organize and manage community service opportunities for WCU employees to support the local community, cultivate partnerships, and create meaningful engagement.



These initiatives are aimed at strengthening leadership and support opportunities across campus, while empowering staff to contribute to the building of their own future communities.

ORGANIZATION INFORMATION



2018 Staff Senators

Who

2018 Staff Senators, Front Row, Left to Right: Colby Deitz, Alison Joseph (Chair-Elect), Suzanne Melton, Annette Parris, Dean Paulk, Cole Mallonee, Natalie Broom (chair), Dana Boyer, and Kaitlin Ritchie. Back Row, Left to Right: Bob Boylan, Hunter Yarborough, Patrick Hinkle, Lynley Hardie, Anita Hall, Jack Caldwell, Deidre Hopkins, Ben Pendry, Betsy Aspinwall, Mandy Dockendorf (Past Chair), and Derek Kent. Not pictured: Alison Krauss, Brittney Holder, Claire Napoletano, John Nickel, Mackensie Jimison, Shawna Young, Travis Taylor, and Wendy Buchanan

What

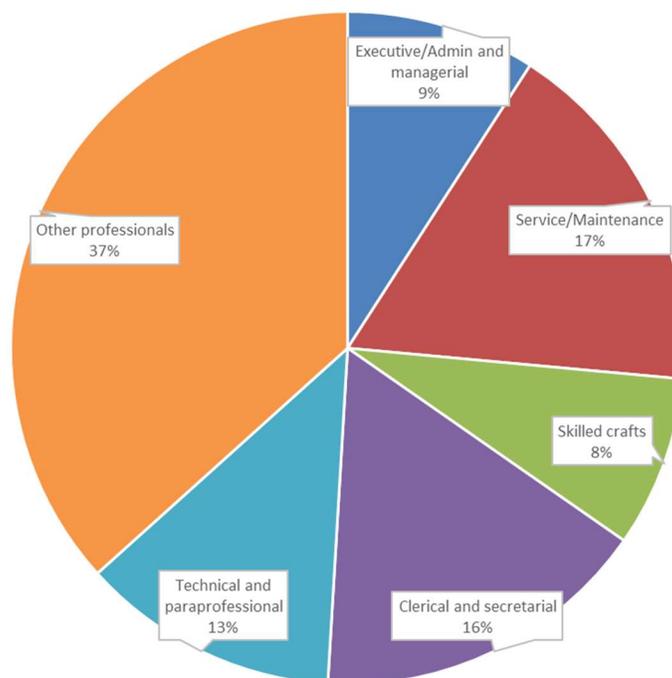
Western Carolina University's Staff Senate is an elected body that represents the university's permanent, non-faculty employees. The Staff Senate serves in an advisory capacity to the Chancellor and other university decision-making bodies. The Senate is committed to representing and communicating the needs and priorities of staff. The Senate also funds a scholarship for children of staff members. The Staff Senate monthly meetings are open to the campus community.

Why

- We seek to improve the quality of life at the University.
- We serve in an advisory capacity to the Chancellor and other University decision-making bodies.
- We raise money for scholarships available to the children of staff members.
- Senators are committed to promoting the training and support needed to allow staff members to excel, recognition of staff contributions, and respect for the worth of all individuals at WCU.
- We represent the voice of the staff at the University through outreach, forums, information sharing, committee participation, survey research and other means.
- We participate in service opportunities directly and work to engage staff in the WCU community broadly.

Senate Makeup

The Staff Senate is proportionately represented by each of the staff HR classifications and seats are filled based on vacancies within the HR classifications. The classifications are: Executive, Administrative and Managerial (9%); Service and Maintenance (17%); Skilled Crafts (8%); Clerical and Secretarial (16%); Technical and Paraprofessional (13%); Other Professionals (37%)



HR Classification Makeup

Senate Members



Betsy Aspinwall
Counseling and
Psychological Services
Other Professional
2018-2021

Jack Caldwell
Coulter Faculty
Commons
Technical and
Paraprofessional
2018-2021



Dana Boyer
Treasurer
Office of the Dean,
Health & Human
Sciences
Other Professional
2016-2019

Colby Deitz
Technologist
Division of Information
Technology
Other Professional
2017-2020



Bob Boylan
Political Science &
Public Affairs
Other Professional
2016-2019

Mandy Dockendorf
Past Chair
Campus Recreation and
Wellness
Other Professional
2017-2020



Natalie Broom
Chair
Office of the CIO,
Division of Information
Technology
Clerical and Secretarial
2016-2019

Anita Hall
Systems and
Procedures
Other Professional
2017-2020



Wendy Buchanan
Print Shop
Technical and
Paraprofessional
2017-2020

Lynley Hardie
Office of the Dean,
Education & Allied
Professions
Clerical and Secretarial
2018-2021





Patrick Hinkle
Marketing
Technical and
Paraprofessional
2018-2021

Alison Joseph
Chair-Elect
Budget Office
Technical and
Paraprofessional
2016-2019



Brittney Holder
Office of Athletic
Programs
Executive/Admin and
Managerial
2018-2021

Derek Kent
School of Nursing
Other Professional
2018-2021



Deidre Hopkins
Legal Counsel &
Technology Transfer
Clerical and Secretarial
2017-2020

Alison Krauss
Sponsored Research
Other Professional
2018-2021



Mackensie Jimison
Service Learning
Clerical and Secretarial
2018-2021

Cole Mallonee
Parking and
Transportation
Service/Maintenance
2018+2021





Suzanne Melton
Office of the Provost
Clerical and Secretarial
2018-2021



Claire Napoletano
Office of the Provost
Other Professional
2017-2020



John Nickel
Parliamentarian/
Historian
Division of Information
Technology
Technical and
Paraprofessional
2017-2020



Annette Parris
Coulter Faculty
Commons
Clerical and Secretarial
2016-2019



Dean Paulk
Secretary
Center for Career and
Professional
Development
Other Professional
2016-2019



Ben Pendry
Advancement
Executive/Admin and
Managerial
2018-2021



Kaitlin Ritchie
Community Service
Liaison
International Programs
and Services
Other Professional
2016-2019



Travis Taylor
Facilities Management
Skilled Crafts
2017-2020



Hunter Yarborough
Vice Chair
Student Financial Aid
Service/Maintenance
2016-2019



Shawna Young
Outreach & Assessment
Executive/Admin and
Managerial
2016-2019

Ex-Officio Members



Pam Degraffenreid
Ex-Officio
Book and Supply Store
Executive/Admin and
Managerial
2017 - 2019



Jason Foster
Ex-Officio
Division of Information
Technology
Technical and
Paraprofessional
2018-2020



Anita Puerto
Ex-Officio
Office of Athletic
Programs
Executive/Admin and
Managerial
2017-2020

YEARLY INITIATIVE REPORT

Fundraising and Endowment

Achieve sustainable funding for annual Staff Senate Scholarships by growing the endowment to \$100,000.

- The Staff Senate achieved the goal, by growing the endowment to \$100,000. That goal was achieved in December 2018.
- The goal was reached through several important mechanisms
 - University Club annual fundraiser, for which Staff Senate extends a HUGE thank you for all the hard work and effort of that group. This year the fundraiser total was \$6,033, making it the single largest fundraiser of the year.
 - Ornament sales, with our very special locally produced ornament, designed and manufacture by the Rapid Center. 200 limited edition ornaments were sold. Thank you to Dr. Patrick Gardner and students Riley Seyffert and Thomas Lowe for the design and production of these very popular ornaments!
 - Monthly payroll deductions and other gifts by university employees and donors.



Professional Development

Identify professional development needs for staff related to current roles and responsibilities, or anticipated changes. Advocate for the creation of a campus wide professional development fund.

- The Staff Senate administered a survey October 10 - 19, 2018, to learn more about professional development needs among staff on campus. The survey, which garnered 268 responses (for a response rate of 26%) asked about institutional support for professional development, average cost of professional development and training needs.
- Survey responses indicated that, while overall staff are satisfied with their access to professional development, a sizable minority of respondents (25%) say they receive no, some or varied financial support for their professional development activities. (For access to the full survey findings, please visit: <https://www.wcu.edu/WebFiles/PDFs/F2018-profdev-survey-resultsFINAL.pdf>)
- Information about unmet professional development need was used to develop a budget request for \$10,000 in one-time funding to administer a centralized staff professional development fund for the 2019-20 academic year. The budget request was brought forward by the Chancellor's Division and by the Administration and Finance Division. Results about the award are pending.

Diversity and Inclusion

Strengthen and foster an inclusive environment for staff on campus by engaging in the WCU campus community.

- Staff Senate engaged with the NCBI curriculum for Summer retreat
- Staff Senate endorsed the Community Vision for Inclusive Excellence that came out of the Council on Inclusive excellence in February 2019.
- Senate helped to promote diversity speakers and events, such as NCBI, the diversity speakers' series, and the Tunnel of Oppression.
- Senate had a representative on the Council for Inclusive Excellence.
- Updated Senate bylaws with gender inclusive language.

Wellness

Advocate and model the way to build a healthy, positive, and thriving WCU campus environment. Empower staff by providing educational opportunities to take ownership of their own wellness.

- The Staff Senate promoted ComPsych resources and training opportunities.
- Promoted Whee For Life events and offerings through the newsletter.

Community Service

Organize and manage community service opportunities for WCU employees to support the local community, cultivate partnerships, and create meaningful engagement.

- The Staff Senate established a new officer position - Community Service Liaison, to organize and manage service opportunities.
- The Senate set and met 2 goals around community service (200 hours participation, revised to 400 hours, and 100% senator participation). See Public Relations committee for full write-up on goals.
- The Senate worked with various non-profit agencies and community engagement projects, contributed time to approximately 10 different community partners and project efforts.



SUB-COMMITTEE REPORTS

Human Resources

This committee works to understand and address staff concerns and proposals in the area of salary, benefits, job classification, privatization, staff development and training, diversity and inclusion and other issues pertaining to human resources.

Co-Chairs: Shawna Young and Mandy Dockendorf

Annual Goals:

Goal	Progress
Wellness Initiative	<p>Established the following action items:</p> <p>Action 1: Re-write initiative to read 'bring awareness to opportunities' rather than 'provide' opportunities.</p> <p>Action 2: Promote ComPsych resources and training opportunities.</p> <p>Action 3: Learn about campus health and wellness resources that are discussed at new employee orientation and find a way to remind staff about them.</p> <p>Action 4: Link to Employee Wellness website, Whee for Life, from Staff Senate page and advocate to have others cross promote as well</p>
Diversity & Inclusion Initiative	<p>Established the following action items:</p> <p>Action 1: Cross promote diversity resources and training opportunities for staff on the Staff Senate website and advocate that others, as appropriate, do the same.</p>

	<p>Action 2: Staff Senate representative will serve on the Council of Inclusive Excellence.</p> <p>Action 3: Promote awareness and understanding of university policy 53.</p> <p>Action 4: Update Staff Senate By-Laws and mission/statement of purpose with diversity focus/aspirations and inclusive language.</p> <p>Action 5: Provide feedback to HR regarding diversity related training in the COMPASS supervisor training program.</p> <p>Action 6: Explore if senators would be interested in having their pronouns included by their names on the Staff Senate listing on the website and/or on their meeting name cards.</p> <p>Action 7: Partner, as appropriate, with SGA diversity related efforts.</p>
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Other Accomplishments and Actions:

Fall 2018 Staff Senate Recommendation Pertaining to Employee Memorials: The HR sub-committee was asked by the Staff Senate Executive Committee to explore how other universities memorialized employees who pass away while employed by the university. The sub-committee's work resulted in a formal recommendation from the Senate to WCU Human Resources to work with others on campus to establish an inclusive process to memorialize employees and students who pass away over the course of the year.

Fall 2018 Professional Development Survey: The Staff Senate administered a survey October 10 - 19, 2018 to learn more about professional development needs among staff on campus. The survey, which garnered 268 responses (response rate of 26%) asked about support for professional development, average cost of professional development

and training needs. The survey also offered respondents the opportunity to provide write in responses. Survey results were used to support a formal budget request to fund staff professional development.

Staff Senate EHRA Salary Statement: Began discussion regarding making a formal statement in support of EHRA salary increases in response to legislature’s decision to fund salaries for SHRA, not EHRA, employees.

Staff Awards: Served as awarding committee for Star Staff, Bright Idea and Judy Dowell awards and participated on the committee that awarded the Paul A. Reid award.

Governance

This committee is responsible for Senate nominations and elections for Senators and officers. This committee also keeps the bylaws up to date and addresses all issues and activities related to governance of the Senate.

Chair: Hunter Yarborough

Annual Goals:

Goal	Progress
Document 6 processes	<ol style="list-style-type: none"> 1. Election updates 2. Filling vacated seats 3. Discretionary fund spending 4. Endowment fund
Document University-wide committee representation once a year	<p>A survey was sent out to senators at the beginning of the 2018-2019 term, asking for information about existing University-wide committees. The response rate on this was very low, and the data was inconsistent. The governance committee has put this on hold, with plans to rework a more effective identification process for the coming year.</p>

Write a resolution and document the process to use as a training exercise for senators	A resolution was written to support the advocacy of “across the board” salary increases for SHRA staff and EHRA Faculty/Non-Faculty positions in response to the SHRA-only increase from the state. The process was discussed, but the documentation has yet to be finalized.
Update and publish the appendix	The appendix was updated to include the processes that were documented by the Governance committee over the past 2-years. SharePoint issues have limited our ability to publish the appendix at large.

Other Accomplishments and Actions:

Bylaws re-written to reflect gender-neutral language. Change was approved by the Senate.

Documentation of processes around spending from discretionary funds

- \$0 to \$499 - requires approval by the Chair
- \$500 to \$999 - requires majority approval via vote by the Executive Committee
- \$1,000 or higher - requires majority approval via vote by the full Staff Senate

Published and approved a resolution in support of EHRA salary increases commensurate with SHRA increases

(<https://www.wcu.edu/WebFiles/PDFs/StaffSenate2019EHRASalarySupportResolution.pdf>)

Ran the process for Staff Senate elections:

- 113 nominations
- 86 unique candidates running for a Senate seat
- 14 newly elected members

Preparing for upcoming officer elections. This coming cycle the officer elections will take place through Qualtrics.

Volunteered as a committee for Community Table truck unload on November 13, 2018
(6 members participated)

Community Service Liaison established as new officer position.

Drafted Professional Development position description

Filled open seat during the middle of the term

Public Relations

This committee plans and coordinates Senate communications and seeks to increase staff engagement with the Senate. The committee maintains the Senate's website and coordinates a monthly newsletter. This committee also seeks to increase employee service opportunities and regularly plans service events.

Chair: Anita Hall and Mandy Dockendorf

Annual Goals:

Goal	Progress
100% participation by Staff Senate in community service	Goal was met in April 2019
400 hours of generated service for Staff Senate-facilitated or tracked activity (originated by Senate or activity done by Senators directly and reported to Senate)	Goal currently at 87.5% complete, with anticipated completion by the end of Senate year (end of June)
Increased communication between the Senate and the staff represented across campus (two communication by classification, monthly questions and Suggestion Box)	Only one email of communication by classification (since this was determined not to be very effective).

	<p>Monthly questions were very effective, garnering about 8-15 responses per month.</p> <p>Suggestion Box was used some throughout the year.</p>
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Other Accomplishments and Actions:

Community Service was a primary focus for the year

- Wrote and pitched proposal for new officer position - Community Service Liaison. Position approved and filled.

Community Service Opportunities organized and advertised each month were:

- Community Table - dinner service and truck unloads
- Fairview Rockin' Readers Program
- Project CARE (ramp construction)
- Project FIRE (fire wood for elderly in need)
- WCU Polling Place
- Earth Day - Cullowhee Community Garden and Mount Trashmore
- May Day Trail Day (work on WCU trail system)

Community Service Liaison established as new officer position and incorporated in bylaws.

Volunteered as a committee for Community Table truck unload on January 8, 2019 with five members participating.

Hosted two Staff Senate socials in coordination with Scholarship sub-committee fundraisers (August and October 2018)

Developed and ran question of the month, each month in Staff Senate meetings and monthly newsletters.

Published 11 monthly newsletters, featuring articles of interest related to community service, human resources (insurance, performance evals, etc.), employee benefits (tuition waiver, community service hours, wellness opportunities, ComPsych, etc.), training and professional development, and similar topics.

Hosted New Senator Orientation.

Revamped the Staff Senate website and updated the new employee welcome letter. Established a Staff Senate Facebook page and made posts throughout the year about community service engagement, Employee Appreciation Day photos, community service opportunities, etc.

Organized two Meet and Greet sessions in February to give new Staff Senator nominee's a chance to ask questions and know what to expect if elected to serve as a senator.

Created a "Year in Review" document to be added to documentation for the historian and a copy was given to the Chancellor for the Board of Trustees.

Scholarship

This committee leads the fundraising efforts for the Senate's scholarship, reviews scholarship applications and awards the scholarship annually.

Chair: Deidre Hopkins

Annual Goals:

Goal	Progress
100% Senator participation of the Staff Senate Scholarship Fund.	96.43% participation as of May 8, 2019
Achieve sustainable funding for annual Staff Senate Scholarships by growing the endowment to \$100,000.	Achieved in December 2018. Current total is \$103,736 as of May 8, 2019.
Develop new mission and focus of the scholarship committee.	Agreed to continue with our momentum: set a goal of raising \$20K/year until we reach \$200K within a five-year span (2024).

Other Accomplishments and Actions:

Reached \$100,000 in endowment funds as of December 2018. (<https://news-prod.wcu.edu/2018/12/staff-senate-scholarship-fund-passes-100000-milestone-becomes-self-sustaining/>).

Fundraisers

August 16, 2018 - Innovation Station

- Doubled as Staff Senate Social
- Approximately 80 in attendance
- So successful that August date already planned for Innovation Station for August 2019 (timing and location of event were very successful)

September 29, 2018 - Mountain Heritage Day

- \$80 in direct donations at the booth.

November 15, 2018 - Balsam Falls

- Doubled as Staff Senate Social

March 29, 2019 - U Club Staff Senate Scholarship Fundraiser

- Goal of \$5,200 and raised \$6,033.

FUNDS RAISED BY THE UCLUB for the STAFF SENATE SCHOLARSHIP

LET'S KEEP THE MOMENTUM GOING!



Ornament Sales

Ornaments developed in conjunction with the Rapid Center. Worked closely with Dr. Patrick Gardner and students Riley Seyffert and Thomas Lowe on design and production. Popular design featured the year (2018), the clock tower, and was cut into the shape of the state of North Carolina. We produced 200 ornaments. Ornaments went on sale September 29, 2018 and were sold out by November 16, 2018.

(<https://www.wcu.edu/discover/leadership/staff-senate/staff-senate-scholarship/index.aspx>).

Scholarship Awards

Received 18 scholarship applications

Applications reviewed and ranked by 10 Staff Senators

Awarded four \$1000 scholarships (2 continuing students; 2 incoming freshmen)

Started process of revising scholarship application form and scoring rubric for application cycle in the next year.

OTHER MISCELLANEOUS ACTIVITIES

Employee Appreciation Day

September 6, 2018

Many Senators volunteered at the booth during this event. Staff Senate once again hosted a very popular photo booth also handed out notebook/calendars, collected money for the Staff Senate scholarship, and talked with campus community members about the role of the Senate and Senate activities and initiatives. Staff Senate posted 100 photos from the photo booth on the Staff Senate Facebook page after the event.



Homecoming Parade

November 2, 2018

Thanks to everyone who helped; we didn't place, but it was fun! Handed out 8,000 gumballs, which lasted $\frac{3}{4}$ of the way through the parade! The theme was "Building Up a Legacy" and our float was based on the movie "UP".



Staff Senate Reading Club

Staff Senate Reading Club
Open to all!

1st Meeting
Aug 30th @ 1pm
Killian Annex 136

Use your phone to scan!



More Info on Amazon!

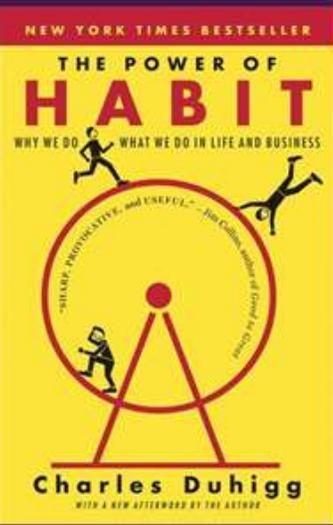
Sponsored by
Western Carolina University Staff Senate

For more information, or to RSVP
contact Alison Joseph or Colby Deitz

NEW YORK TIMES BESTSELLER

**THE POWER OF
HABIT**

WHY WE DO WHAT WE DO IN LIFE AND BUSINESS



Charles Duhigg
WITH A NEW AFTERWORD BY THE AUTHOR

Question of the Month

To be better representatives of WCU Staff, the Senate instituted a monthly question this year. Each month the question is discussed in the Senate meeting as small group discussions to elicit more feedback. The question is also provided to the campus community through the Staff Senate newsletter. In a typical month, we receive about 10-12 responses to the question. Each month the feedback is compiled and provided to the Chancellor and any other relevant campus units.

July 2018 - Advocacy with the Chancellor

The Staff Senate Serves in an advisory capacity to the Chancellor. What areas should the new Chancellor focus on that will benefit staff?

August 2018 - Community Service

What would it take to get you involved in Community Service, and how can Staff Senate facilitate your involvement?

September 2018 - Holiday Celebrations

Thinking about the ways that the University celebrates the holiday season, how can we make the celebration more inclusive and welcoming for all the members of campus community? (Please consider the events, decorations, messaging, and other ways that campus leadership communicates about the holidays. Please feel free to include suggestions about things the university should continue, current operations that could be improved, or new traditions that could be established.)

October 2018 - Student Experience and Enrollment Growth

As the university continues along a path of strategic enrollment growth, how do we maintain and improve the quality of the total student experience? (Please consider the various components of the student experience, such as the expansion of enrichment activities, enhancement of academic quality, and development of a climate that supports a diverse student body.)

November 2018 - Training

When WCU police, safety, or legal offices offer training or informational resources for employees, what would be the most effective approach for disseminating that information? What topics would you suggest, which may help employees directly, or may help employees interfacing with students around these types of issues? Please consider various dissemination options, including: face-to-face training, Blackboard training (required or optional), online resource library, or other options. Examples of topics include: sexual assault, domestic violence, opioid use, emergency preparedness, etc.

January 2019 - Parental Leave

Have you or someone you know given birth or adopted a child while employed at WCU? The UNC Staff Assembly is interested in getting your feedback concerning parental leave. Please provide any information that you would like to share pertaining to your experience with parental leave and taking time off from work. What changes would you recommend to make WCU (or the UNC System) a better place to work for new parents?

February 2019 - Staff Participation in Events on Campus

In an effort to increase staff attendance at events, we'd like to know what would motivate staff to come out to hear a speaker. If you could choose speakers to come to WCU who would you choose? Any particular subject you would like to hear someone speak on? What times would you be more likely to attend a speaker session?

March 2019 - Departmental Strengths

Tell us something special about your department or unit. What are you most proud of? What improvements have you made to spend less, accomplish more, or improve quality? Why do you love working in your department or unit?

April 2019 - New Chancellor Advice and Information

With a new chancellor expected to be announced soon, Staff Senate is asking - What do you want the new Chancellor to know as they are preparing to start the job? What are one or two of the most important things for our new leader to understand as they step into the top executive position at the institution?

May 2019 - Campus Communication

Do you feel like you understand the directions and priorities of the institution? Do you understand the current challenges and opportunities? If not, how do you think that campus leadership could best communicate with you? Please offer strategies related to how and where the communication could take place effectively.

PROMOTIONAL SHOWCASE



**TH
08
16**
5P-10P

**TAP INTO
SOCIAL HOUR**

HELP FILL THE MINDS
OF WCU STUDENTS

10%
GOES
TOWARD
WCU
SCHOLARSHIPS



2018	Endowed Scholarship Fund
January	79,742.20
February	80,852.00
March	82,172.36
April	83,388.00
May	84,923.04
June	No Report
July	90,237.72
August	91,047.46
September	92,617.40
October	94,823.78
November	95,535.25
December	100,242.80

*Raise those glasses.
Raise the scholarship fund.*

THURSDAY, NOVEMBER 15, 2018

FUNDRAISER: 4P-12A
STAFF SENATE SOCIAL: 5-8P

BALSAM FALLS BREWING CO.
Downtown Sylva • 828-631-1987

10% OF ALL PROCEEDS GOES
TOWARD WCU SCHOLARSHIPS

WCU Trail Service Day - October 10, 2pm to 5pm



Get OUTSIDE during Fall Break!
 Help clean up the WCU Trail System!
 Use your Community Service Leave hours!

Register at:
<https://bit.ly/2IHRCRy>

Sponsored by
 Western Carolina University Staff Senate and Base Camp Cullowhee

EARTH DAY SERVICE DAY

PROTECT OUR PLANET
 GIVE BACK - GET INVOLVED

APRIL 24, 2019

Habitat for Humanity ReStore
 10am - 12pm

Mount Trashmore
 11am - 2pm

Sponsored by: Office of Sustainability & Energy Management

Cullowhee Community Garden
 3-5pm

TO SIGN-UP,
 VISIT STAFFSENATE.WCU.EDU




MAY DAY TRAIL DAY

HELP MAINTAIN WCU'S TRAIL SYSTEM!

MAY 1, 2019

2 TO 5 PM

TO SIGN UP,
 VISIT MYREC.WCU.EDU

SPONSORED BY: CAMPUS RECREATION AND WELLNESS, BASE CAMP CULLOWHEE & STAFF SENATE



Yearly Photos



A LOOK TOWARD THE COMING YEAR

2019-20 Election Results

Congratulations to all the newly elected senators.

We look forward to another great year of serving the campus.

- Anne Aldrich, Provost's Office
- Lisa Allen, College of Health and Human Sciences
- Ryan Brown, Residential Living
- Catherine Butterfield, Financial Aid
- Carrie Hachadurian, Center for Career and Professional Development
- Will Love, Division of Information Technology
- Dana Patterson, Intercultural Affairs
- Chelsea Reavis, Parking Services
- Zara Schick, College of Education and Allied Professions
- Carrie Shuler, Residential Living
- Sarah Speed, Division of Information Technology
- Robert Walker, Residential Living
- Zachary Williams, Advising

Planned Initiatives for 2019-20

Employee Reward and Recognition - In response to the feedback from the UNC

Employee Engagement Survey, the Staff Senate will focus on employee reward and recognition, an area that the campus has identified as a growth opportunity. The Senate has secured a recurring allocation to address improvement strategies in this area. The Senate has drafted a proposal about how to allocate those funds to address the topic.

Professional Development - The Staff Senate has identified a need to provide a pool of centralized funds that is used to support staff training and development campus-wide. The need for this funding has been supported through an exploratory survey. One-time funding has been requested. If secured the Senate will need to develop and execute a strategic approach to dispersing this pooled resource fund.

Orientation and Onboarding - The way the university onboards new staff is crucial to their successful integration into the institution and their ability to be effective and efficient in their new role. While orientation for staff has improved in recent years, this continues to be an area that could benefit from enhancements, and one that staff routinely mention as a suggestion for improvement.

In addition to these primary initiatives, the Senate will continue to focus on:

- Staff Senate Scholarship fundraising and award process
- Community service engagement for employees
- Diversity and inclusion
- Employee wellness
- Internal governance and improvement to Senate processes and documentation