

SEANC Top 10 Objectives

According to the October issue of *The Reporter*, the State Employees Association of North Carolina (SEANC) publication, the top 10 objectives of SEANC for 2001 are:

- 1 Full funding of the Comprehensive Compensation System (pay plan) as the first order of business in the important appropriations process of the General Assembly.
- 2 Continuation of full payment of insurance premiums for the employee by the State.
- 3 Legislative appropriation of at least five percent of payroll to catch up with losses to inflation over the past several years.
- 4 Increase the retirement accrual rate to 2 percent.
- 5 Full funding of the Comprehensive Compensation System.
- 6 Unreduced retirement benefits at 28 years of service.
- 7 Removal of limit on sick leave applied toward retirement.
- 8 Removal of the cap on the lifetime maximum benefit (\$2 million) of the State Health Plan.
- 9 Provision of scholarships for tuition and fees up to Bachelor's Degree for state employees and their dependents.
- 10 Restoration of the State's contribution toward retirement to 9.35 percent and reduction of employee contribution to 5 percent.

If any of these benefits are important to you, write your legislators! Let them know what you need!

CSAC Scholarship Recipients

We are proud to announce the CSAC scholarship recipients for spring 2001. Given the outstanding credentials of the candidates, it was decided to split the scholarship, with each student receiving \$786. We would like to thank all staff and faculty who donated to the scholarship fund.

It should be rewarding to all of us that, as staff, we are having a positive impact on the lives of our students.

To date, the CSAC scholarship has provided nearly \$4,000 for five

students. Selection of recipients is based on financial need, grades, UNCA service, and community service. We are collecting money now for fall 2001 and plan to award that scholarship in mid-April. If you would like to help, just send a check (*payable to CSAC*) for \$5 to Phyllis Davis in Owen Hall, CPO #1890. Some staff members have chosen to make a monthly payroll deduction contribution to the scholarship fund. If this sounds interesting to you, a copy of the form for declaring your intent is available on the CSAC home page at www.unca.edu/csac. Return forms to Phyllis Davis.

If you would like to help select the scholarship recipient, send an e-mail to: honeycutt@unca.edu.



Amber Ahrens
Junior Accounting Major



Tom Boeger
Sophomore Multimedia Major

CSAC Representatives

Academic Affairs

Elise Henshaw 6513
Mike Honeycutt 6453
Marilyn Lonon 6836
Richard White 5009

Facilities Management

Kathleen Ashley 6702
Sandi Booth 6804
Steve Elliott 6698
James Johnson 6691

Financial Affairs

Cindy Branton 6119
Steve Honeycutt 6128
Andrea Jackson 6560

Student Affairs

Maggie Smith 6906
Nancy Williams 6700
Diane Williamson 6710

University Relations

Meg Coxie 6512

Office of the Chancellor

Annis Lytle 6099
Carolyn Williams 6616

Chancellor's Appointees

Cathy Foister 6869
Deirdre Wiggins 5110

Human Resources Liaison

Lauri Hollingsworth 5116

Chancellor's Staff Advisory Committee

In-Range Salary Adjustments

Congratulations to the 32 employees who received the in-range salary adjustment this year. Unfortunately, everyone cannot receive these adjustments; however, the Chancellor's allocation of the \$50,000 is a positive indication of his continued support of the staff at UNCA. It is evidence of his intent to do everything he can to improve the resources available to staff, faculty, and students.

When these allocations began three years ago, the Chancellor's Staff Advisory Committee (CSAC) was asked to research various methods for the distribution of these funds. After long and careful consideration, CSAC determined that the best method for the distribution was one that Appalachian State University had adopted. This formula, which considers three primary facets and weighs them accordingly, was applied to all staff positions at UNCA. Each employee was awarded 5 percent of his or her annual salary.

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|----|------------------------------|-----|
| 1. | State experience/longevity | 50% |
| 2. | Education | 25% |
| 3. | Related non-state experience | 25% |

The in-range salary adjustments were distributed as follows:

| Division | Number of Recipients | Average Years of Service |
|----------------------|----------------------|--------------------------|
| Academic Affairs | 14 | 14.6 |
| Financial Affairs | 14 | 12.6 |
| Student Affairs | 2 | 15.0 |
| University Relations | 2 | 10.5 |

If you have additional questions, please feel free to call Lauri Hollingsworth in Human Resources at 232-5116.

CSAC has submitted a document to the Chancellor stating its position on the university's continued commitment toward improving staff salaries. This position paper may be viewed at www.unca.edu/csac.

Did You Know?

As of Tuesday, February 20, the North Carolina General Assembly had been in session almost four weeks. In that time, no bills have been passed and only two bills have been debated in committee. Only a handful of committees (where most of the real work takes place) have met at all. The cost to the taxpayers so far? About \$1.5 million.

According to the Associated Press, North Carolina state agencies are reporting high turnover rates among employees, but there is little money to boost salaries or improve working conditions. According to the report, state employees are struggling with low pay, diminishing benefits, and few opportunities for advancement. The state work force currently has a 15 percent per year attrition rate. Ten years ago, nearly 60 percent of employees hired three years earlier were still on state payroll. As of December 31, 2000, only 49.9 percent of those hired in 1997 remained.

UNCA Dining Options

Hungry, but don't want to lose your parking place or fight the Merrimon Avenue traffic? UNCA Dining Services offers several options and all are easily accessible by foot. An all-you-can-eat meal is available in the Dining Hall, including salad bar, meat and vegetable entrees, pizza, desserts,

or a cooked-to-order selection from Cafe Sparky.

For the chicken lover, Chick-Fil-A, in the Highsmith Center, features the bird in many forms, along with a variety of accompaniments. For lighter fare, Café Ramsey offers deli sandwiches, salads, muffins, bagels, and, for an afternoon pick-up, a cup of real cappuccino or a smoothie thick with fruit, or fudge if you're living on the edge. Café Ramsey is open 8 a.m. to

8 p.m., Monday through Thursday, and 8 a.m. to 3 p.m. on Friday.

For Dining Hall and Chick-Fil-A hours, as well as information on "commuter meals" and "munch money," which offer convenience and savings, check the Dining Services home page, www.unca.edu/dining. With a click, you can find the daily menu. Another click on "Feedback" lets you make comments and offer suggestions.