

CSAC

Chancellor's Staff Advisory Committee

Volume 2 Issue 2

April 12, 1999

Did you know ...

...how UNCA SPA employees compare to the other UNC schools?

In February 1999, the Human Resources directors of each of the UNC institutions were asked to provide data as to the average number of years of experience, average salary, percent below \$25,000, and the percent at or below the midpoint of their salary range. Below is the data they compiled.

According to the February 28, 1999 issue of the *Asheville Citizen-Times*, the average salary of a government worker in Buncombe County is \$29,120.

| <u>Avg. Yrs. Experience</u> | | <u>Average Salary</u> | | <u>Percent Below \$25,000</u> | | <u>Pct. at/below Midpoint</u> | |
|-----------------------------|------------|-----------------------|-----------------|-------------------------------|--------------|-------------------------------|--------------|
| Institution | Years | Institution | Salary | Institution | Percent | Institution | Percent |
| ECSU | 11.5 | UNC-CH | \$30,777 | UNC-CH | 32% | UNC-CH | 39% |
| NCA&T | 11.5 | NCSU | \$29,110 | NCCU | 38.7% | NCSA | 59% |
| ASU | 11.0 | ECU | \$27,761 | NCSU | 41% | NCSU | 61% |
| NCCU | 10.8 | UNCC | \$27,306 | ECSU | 46% | NCCU | 61.3% |
| UNCP | 10.5 | NCCU | \$27,185 | WSSU | 48% | ASU | 62% |
| FSU | 10.3 | UNCG | \$27,149 | UNCG | 51.7% | ECSU | 65% |
| WCU | 9.8 | NCSS&M | \$26,345 | UNCC | 52% | WSSU | 67% |
| UNC-CH | 9.2 | WSSU | \$26,294 | ECU | 53% | ECU | 68% |
| NCSU | 9.1 | UNCW | \$26,221 | NCSS&M | 55% | NCSS&M | 69% |
| ECU | 9.0 | NCSA | \$26,172 | NCSA | 55% | NCA&T | 72% |
| WSSU | 8.8 | ECSU | \$26,167 | UNCW | 57.9% | UNCG | 72.6% |
| UNCG | 8.4 | NCA&T | \$26,131 | NCA&T | 58% | UNCP | 73% |
| UNCW | 8.2 | ASU | \$25,786 | ASU | 58.4% | UNCC | 73% |
| UNCA | 8.0 | UNCP | \$24,789 | UNCP | 65% | WCU | 82% |
| UNCC | 7.5 | UNCA | \$24,589 | WCU | 66% | UNCW | 83.5% |
| NCSS&M | 7.4 | WCU | \$24,571 | UNCA | 66.7% | FSU | 85% |
| NCSA | 6.7 | FSU | \$24,381 | FSU | 68% | UNCA | 94.9% |

Staff Scholarship

CSAC wants to establish a scholarship to help UNCA students. Briefly, the scholarship will be open to any student and be based on need, grades, community service, and service to UNCA. While any amount will be accepted, we are suggesting \$5 be the amount of each donation. Watch for the official announcement in the coming weeks.

CSAC Meetings

The next three CSAC meetings are scheduled for April 22, May 20, and June 17 at 1:30 p.m. in HC37. All CSAC meetings are open and staff are encouraged to attend.

Staff Use of Health Services

Staff and faculty frequently question why they cannot be seen at the Student Health Center if they are willing to pay a fee. Dr. Rick Pyeritz, Director of UNCA's Student Health Service explained that the Student Health Service is a state auxiliary operating through student fees only. No funds are received through the university budget. He has been advised by legal counsel at General Administration that faculty and staff cannot be seen for the following reasons.

The scope of service defined in the Student Health Service mission and approved by the board of trustees does not include care to staff and faculty. The only exceptions are blood pressure checks, influenza immunizations and allergy injections. Care provided to staff and faculty by any of the Health Service staff, except for the above exceptions, would not be covered by the state malpractice policy.

Pyeritz added that a third and very important reason is that they have only two exam rooms. During the school year his staff is extremely busy with the care of students and would have neither time nor space for seeing staff and faculty for health care problems. Not only would this be unfair to students, said Pyeritz, but Student Health Service would be failing in their mandated mission to serve UNCA's student body.

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From the Leave Committee ...

The following issues have been researched by the CSAC Leave Committee at your request.

Can child involvement leave be transferred to others or changed so that people who never use it won't lose it? Child involvement leave is regulated by State Personnel policy, so there isn't much flexibility there. However, even those without children may take the child involvement leave to volunteer in the public schools.

State Personnel policies do not provide any ***personal or petty leave*** to take care of things which may not fit into the sick leave or vacation category.

Compensatory time for SPA exempt positions is not a benefit provided by State Personnel policies.

One of the questions concerned the adverse weather policy and whether it is applied consistently between faculty and staff. We found that faculty members do not earn vacation or sick leave and are not subject to the same State Personnel regulations regarding adverse weather as employees earning leave. State Personnel policies require that we use vacation if we decide that the conditions are too unsafe for us to risk coming to work.

Some people expressed a desire to have a ***floating holiday*** in order to compensate for the Labor Day Holiday. In March, 1997, a memo was sent to SPA and EPA non-teaching employees explaining that UNCA needed to be open for business and classes on Labor Day in order to ensure a 75-day semester. Staff members were given the option of choosing to extend fall break or Thanksgiving break that year. Many staff members thought that this was a one-time occurrence and wanted the opportunity of choosing a floating holiday. We were informed by the Human

Resources Director at the February meeting that UNCA could not offer a floating holiday option as it would not be possible to track and record each employee's choice.

Some of you requested that our ***leave balances be printed on payroll stubs***. There is currently not a way to do this, since the checks are issued in Raleigh and the Human Resources Office here on campus maintains the leave records.

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State Representatives - Web and Email

Check out what your legislators are doing on the Web at **www.ncga.state.nc.us** - you can find out what bills have been introduced, the status of bills, committee assignments for your representatives, and lots of other things. You can also communicate with them via email to express your concerns and priorities!

Senate:

| | |
|--------------------|------------------------------|
| Charles Carter | charlesc@ms.ncga.state.nc.us |
| Stephen M. Metcalf | stevem@ms.ncga.state.nc.us |

House:

| | |
|------------------------|-----------------------------|
| Lanier M. Cansler | lanierc@ms.ncga.state.nc.us |
| Martin L. Nesbitt, Jr. | martinn@ms.ncga.state.nc.us |
| Wilma M. Sherrill | wilmas@ms.ncga.state.nc.us |

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Web Sites You Should Know

If you do not have access to the Web from your office, contact Mike Honeycutt (RBH013 - Ext. 6453) for instructions on using the computer labs across campus.

UNCA's Human Resource Dept.

<http://www.unca.edu/hr/>

State Personnel Manual

<http://www.osp.state.nc.us/OSP/manuals/prsnnl/persmanl.htm>

Office of State Personnel Facts

<http://www.osp.state.nc.us/OSP/quick.htm>

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State Health Plan Administrator

Dr. David DeVries is the chief administrator for the state health plan including HMO contracts. If you have concerns about your current health care options, his address is:

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