

ABC's Of the Holidays!

The 2004 Holiday Luncheon will be held on Monday, Dec. 13th, 11:30 am, in the Health & Fitness Center. Please bring a new or gently used **children's book** to be collected & given to Social Services/Foster Care & Asheville-Buncombe Education Coalition for distribution to area children.

To add to the excitement, some memorable characters from **children's literature** are planning to attend. We've had an r.s.v.p from Tigger, the Little Old Lady Who Lived In a Shoe, and Three Blind Mice. What **characters** do you remember?

Share in the fun and dress as your favorite children's book character for the luncheon to celebrate the **ABC's of the Holidays**.

A scrumptious menu is planned featuring turkey and all the trimmings, a **yummy** vegetarian entrée, and an **awesome** dessert selection...compliments of Sodexo (they have donated the food!) and the Chancellor's Office (they've paid all other costs!)

There will be great **giveaways** and delightful entertainment. Mark your calendars for Dec. 13th; plan your **costume**; gather those books and come ready to have a wonderful time! See you on December 13th!



And from the North Asheville flock of turkeys, have a safe and happy Thanksgiving Holiday!



Photo taken outside Phillips Hall, November, 2002

CSAC is joining forces with Human Resources to spread the word on Career Banding and will partner the upcoming information sessions. Please plan on attending one of the sessions and watch this publication for updates.

CAREER BANDING

Dear Campus Community:

The Office of State Personnel (OSP), which governs employees (SPA) who are subject to the North Carolina State Personnel Act, is implementing a new Career Banding personnel system. Currently, OSP administers a pay-grade classification personnel system that includes over 6,600 job classifications. The current system was created approximately 35 years ago and has grown into an unmanageable system to equitably administer across the state and even within our own institution. OSP has successfully piloted this new personnel system with three of our sister institutions for the past year and is now ready to implement the new Career Banding Personnel System.

Career Banding is a competency-based personnel system. This system organizes similar work competencies into broad classes of jobs. These classes are grouped into ten broad occupational categories of job families.

Career Banding simplifies the administration of the State's personnel system allowing the employee to take control of their career and competency development. We recognize that changing personnel systems can be disconcerting to those directly affected; however, our office does not see anyway that an employee will be adversely impacted. The result should be positive to the employee because administrative processes of Career Banding are more attentive to the employee.

In preparation for this transition, our senior staff has met with representatives from OSP to gain a better understanding of the affect this change will have on the campus. Our first step will be to offer information sessions on Career Banding to the entire campus community. As we begin announcing these sessions by email, we encourage you to make time in your schedule and take advantage of these sessions and the opportunity to learn about how this change may affect you.

In advance, we thank you for your support and cooperation as we work to provide a more manageable and up-to-date personnel system. Supervisors of departments, because you play a major role in defining employee competencies, we ask that you attend these informational sessions as well.

Buffy Bagwell
Human Resources Director

Chancellor's Staff Advisory Committee

(Newsletter continued from other side)



Mark Your Calendar

Holiday Luncheon

Monday Dec. 13, 11:30 - 1:30pm
Health & Fitness Center

CSAC Meeting Schedule

Dec. 13, Jan. 24, Feb. 21, March 21,
April 18, May 16.

Employee Appreciation Week

April 11-15, 2005

UNCA Wellness Fair - April 13, 2005

Commencement - May 14, 2005

"We've Made it Through Another Year" Employee Lunch

May 16, 11:30 - 1:00.

CSAC Representatives 2004-05

Academic-Student Affairs

Brenda Parker
Leanna Preston, Vice Chair
Susan Weatherford
Jeanene Wexler, Secretary
Chrissy Wise

Administration & Financial Affairs

Lane Brown
Tony Davis
Mary Carol Morrison

Alumni/Development

Karen Anderson

Chancellor Appointee

Sharon Whisenhunt
Deirdre Wiggins

Chancellor's Area

Ann Bass

Facilities Management

Chris Castellani
Tammy Justice
Roger Penley
Connie Schaller, Chair

Human Resources Representative

Lauri Hollingsworth

Wellness Tip

Resist Goodies with Rest

If you're trying to avoid holiday weight gain this season, be sure you get lots of sleep. Willpower may be a limited resource, much like energy or strength, and researchers speculate that rest may be required to replenish it. Thus, getting adequate amounts of sleep this holiday season may make it easier for you to resist extra servings of high-calorie treats.

During the holiday season, most people gain about one pound on average. Although this is not much weight, studies also show that people usually fail to lose that extra pound after the holiday season is over. After several years, this could result in many permanent extra pounds. If you indulge one day, be sure to make up for it the next day by cutting back on calories and getting extra exercise.

(RealAge Tip of the Day, 12-17-03)

Don't Hold a Grudge...

You may be able to help get a handle on high blood pressure by letting bygones be bygones. In a study, people who generally had forgiving natures tended to have lower blood pressure readings compared to people who were not as forgiving. Chronic high blood pressure is a risk factor for stroke and other serious health ailments.

Help your health by putting old grudges aside this holiday season. An unforgiving attitude could introduce chronic stress into your life. Consider talking things out with people who have hurt your feelings. If hurts are too deep, consider counseling for relationships that you wish to save. If a relationship is unsalvageable, moving on may be best for your well-being.

(RealAge Tip of the Day, 11-12-03)

Spotlight on:



Steve Lewis, Director, Campus Police

Steve Lewis, Director of UNC Asheville's Campus Police, has deep roots in the mountains of western North Carolina. He grew up in Weaverville and graduated from North Buncombe High School, holds a double Associate of Science degree from A.B. Tech and is a graduate of Western Carolina University. Next year, Steve plans to complete work on a Masters of Science degree in Criminal Justice at the University of Alabama, but has no plans to leave the mountains.

Steve has worked in the Campus Police Department at UNC Asheville for almost ten years and was promoted to Director in July, 2004. He has always had a keen interest in criminal justice and education and entered law enforcement to help people.

"With the addition of the two new police officer positions, my vision for the department is to grow to keep pace with the university's growth to maintain our high level of service," Steve stated.

Steve recently completed work on a log home and enjoys spending his free time with a fishing rod in hand, working the water in the hunt for trout. The heart of his social life revolves around family events and he counts himself blessed to have parents and grandparents living nearby.

And even though Steve is an avid Tarheel basketball fan, he supports the Bulldogs, too!