May 7, 2021

Dear Colleagues,

In the last week, we acted decisively to remedy errors made in our election process. We regret the errors and have already begun working to ensure that the same mistakes are not made again in future elections. However, we know many of those conversations happened behind closed doors and our actions have not gone without scrutiny. Therefore, we write today to ensure that our stakeholders can read more about what happened, understand why, ask questions, and gain answers so that they may trust the election process again and respect their Staff Senate body.

On Thursday, April 29, we released an electoral ballot consistent with our bylaws. We quickly learned that our bylaws were inconsistent with the current organizational structure of the University and many of our colleagues expressed their dissatisfaction and disappointment in the lack of representation. Additionally, we learned we relied on outdated and incomplete departmental information, causing several of our candidates to be aligned with the wrong departments. Finally, we reclassified ballots to ensure folks could vote “up to” an available number of seats rather than requiring folks vote for all available seats. We believed these changes could have a significant impact on the outcome of the election and it was our responsibility to make it right.

We heavily weighed the impacts of going back to the Staff body and asking you to vote again and starting the election process over within mere days of issuing the first ballot. However, the counterbalance was the impact on your nominees not having a fair shot at being elected. We had to make it right. We hope you understand.

To prevent being similarly situated in the future, we have:

- Updated our Bylaws to ensure that Staff Senate elects representation consistent with the ever-changing organization of the University (to be voted on in June);
- Updated our Bylaws to add an Emergent Clause to account for situations when Bylaws don’t and rules must be suspended, including allowing specially called sessions by three (3) members of the the Staff Senate Executive Team, Co-Chairs, or the Chancellor (to be voted on in June);
- Added more Staff Senators to the Elections Committee to better support this important task.

Please contact UNCG Staff Senate Co-chairs Megan Cayton (mcdelph@uncg.edu) and/or Murphie Chappell (mechappe@uncg.edu) collectively at Staffsen@uncg.edu, or individually if you’re more comfortable, to discuss any further questions or concerns about this election cycle.

Sincerely,

Megan Cayton & Murphie Chappell
Staff Senate Co-Chairs, 2020-2021