I. Attendance:


Absent: Patricia Clemons, Jane DeSomma, Petra Rouse (excused), Jandra Thomas, Melissa Williams, Mitzi Williams.

Ex-Officio Advisors Present: Damon Davis for Taffye Clayton, Robyn Galloway, Gwen Green, Robin McKinnon-Wilkins, Angela Moye, Jim Mullen, Elizabeth Riley, Karen Summerlin.

Ex-Officio Advisors Absent: John Toller

II. Call to Order

Kim Wilson welcomed everyone and called the meeting to order at 3:30 p.m.

III. Special Order of the Day

A. Kim Wilson welcomed Chancellor Steve Ballard to the Staff Senate meeting. Chancellor Ballard thanked the Staff Senate for allowing him to meet with them and followed with an update on the University.

The Chancellor informed us that there are 4700 SPA employees at ECU and that we are very important to the University.

He began with the three challenges that he sees for the University:

1) Being able to meet the financial needs of our students. We have 9000 students with financial needs. This is 2000 more than any other University in our system. We met 62% of these needs and we must increase this to at least 75%. We receive no State or Federal help with this.

2) The cost of providing an education. We must attract the best and brightest faculty to our school, which means being competitive with salaries, benefits, etc.
3) We must improve the status of SPA employees. We have little control over SPA salaries, raises, compensation, etc. $350,000 has been allotted to a new plan making conditions better and more attractive for SPA employees. Two-thirds of SPA employees make up one-third of the salary pool.

Dr. Ballard wants ECU to be a national quality institution with our focus on North Carolina. We are the University for North Carolina.

We have received 444 new faculty positions in the last 4 years due to growth in enrollment. Two-thirds of these were in teacher preparation, nursing, and economic development. During the last four years we have been the fastest growing institution in North Carolina. We’ve had 3800 new students in the last 4 years.

The Chancellor next presented five areas on which he wants to focus:

1) First and foremost are our students. They should have a great classroom experience, real world experiences and competency in leadership abilities.

2) We must provide education for the 21st century. Teachers’ salaries must be competitive with other professions. They must be valued and prepared for today’s classrooms. Fifty percent of our teachers leave the classroom during the first 3 years of teaching.

3) We must train cultural and economic leaders.

4) We must transform the economy of our region. The University is planning a downtown center, which will impact the revitalization of that area. A regional biotech center is also being planned, of which we are a 70% partner, with the three other partners being 30%.

5) We’re well on our way to having a world-class Medical school, providing health education and services to all of eastern North Carolina. We are already 4th in the nation with regard to rural health care. We are planning a Family Medical Center. The Cardiovascular Center will break ground soon.

Chancellor Ballard opened the floor to questions. Mr. Jim Mullen, Human Resources, was also on hand to answer questions relating to his area of expertise.
Senator Wilson thanked Dr. Ballard for his time and attention to the Staff Senate. A luncheon with the Chancellor is scheduled for November 30, 2005 from 12:00 – 1:00 p.m., in Mendenhall Student Center Great Rooms.

B. Roll Call/Ice Breaker

Senators Rowan and Tutino asked the Staff Senators to introduce themselves by stating their name and where they were born.

C. Nominations for Secretary

Senator Wilson opened the floor for nominations for Secretary. Pat Tutino has resigned due to new responsibilities. As the only nominee, Christy Daniels was appointed to the position.

D. Resolutions to Amend the By-Laws

Senator Rowan presented the amendment changes to the By-Laws. She opened the floor for questions and discussion. There being none, it was moved and seconded that the changes be accepted. Decision was unanimous.

IV. Comments from the Executive Committee

A. Comments from the Chair, Kim Wilson
   None

B. Comments from the Chair Elect, Alise Rowan
   None

C. Comments from the Secretary, Pat Tutino
   None

D. Comments from the Treasurer – Darlene Garland
   Senator Garland presented the Treasurer’s Report. The Chancellor gave us $1100.00 for our budget this year. This was $300.00 more than requested and we credit our Chair, Senator Wilson, for impressing upon the Chancellor the importance of our Senate.

V. Monthly Updates and Reports

A. Committee Reports

1. Communications – Ann Weingartz, Chair
   No report.

2. Compensation & Benefits – Alice Martin, Chair
Goals for 2005-2006

- Funding mass mailings about “Pirate Perks” at the beginning of each semester
- Acquiring a discount for employees at ViQuest to further promote our vision of promoting health and fitness. Also possibly tying it in with the Wellness Institute Program on main campus
- Making our Committee the contact for the UNC Healthcare Initiative information that is to be distributed campus wide after verifying information through Human Resources
- Creating a larger, more colorful flyer to be used as the decal for businesses to display their participation in the “Pirate Perks” program
- Getting together with the Communications Committee to promote “Pirate Perks” as well as the Brody Pharmacy Delivery Program at the Health Benefits Fair
- Updating the current list of businesses that are on the “Pirate Perks’ website and keeping that list current and constantly contacting new businesses to be added to the list

3. Diversity – Petra Rouse, Chair
   Goals for 2005-2006
   - Continue to sponsor blood drive
   - Finish Website – Diversity Committee links
   - New ideas of ways on how to communicate diversity throughout ECU
   - Establish working relationship with Dr. Sallye McKee, Assistant to the Chancellor for Institutional Diversity

4. Personnel Policies, Suzanne Rouse, Chair
   No report

5. Rewards & Recognition, Leigh Cobb, Chair
   No report

VI. New Business

A. Brain Storming List from the Retreat

   Senator Rowan gave a thumbnail description of the Staff Senate retreat and its list of goals for the new session.

B. Recap of Meeting with the Chancellor

   Senator Wilson gave a brief overview of her meeting with the Chancellor. Some of the discussion included:
• Incentives for employees who receive Outstanding on Performance Evaluations
• Recognition of essential/critical employees who had to work when the University was closed during the hurricane.
• Inadequate pay raises for SPA/CSS employees.
• Increased cost of health care insurance and parking permits.
• Status of Resolution to expand Tuition Waiver to allow at least three courses per employee per academic year as well as reduced tuition for spouse and/or dependent child(ren) of a permanent ECU employee
• Staff Senate representation on/at University-Wide events/programs
• Chancellor’s Annual Luncheon for Staff Senate

VII. Announcements

A. Individual Senator Pictures will be taken at the next Staff meeting on October 20, 2005, for our posters that will be posted throughout the campus. Please be at the Willis Building at 3:00 p.m. for the photo session.
B. Next Staff Senate Meeting will be held on Thursday, October 20, 2005 from 3:30 – 5:00 p.m. in the Willis Building.

VIII. Adjournment

Senator Wilson thanked everyone and adjourned the meeting at 5:10 p.m.