East Carolina University  
2007 – 2008 Staff Senate  
Minutes of March 20, 2008  
Mendenhall Student Center  
2:00 – 4:00 pm

I. Attendance:  
Present: Amanda Pantelidis, Vicki Johnson, Harold Coleman, Karen James, Jackie Petway, Verna Taft, Jennifer Johnson, Michael Dixon, Michelle Wallace, Christa Radford, Angelo Daniels, Ray Evans, Johnie Eastwood, Carolyn Dunn, Paula Daughtry, Wayne Reeves, Joani Zary, Rick Yakabowski, Andres Bristol, Jamie Charles, Mike Rowe, Audra Thomas,  

Absent: Shonda Drake, Rosalie Farley, Phil Hulsey, Angela Marshall, Judy Melendez, Roy Newton, Mark Parker, Diane Raines, Terri Stansbury, Ann Taft, Teresa Tripp, Amanda Turner, Mary Susan Williams

II. Opening Comments from the Chair, Senator Wayne Reeves  
Welcome to the March Meeting of the Staff Senate. It is an exciting time to be at ECU with many wonderful events happening. We are fast approaching the close of the 2007/2008 academic year and we have several items to inform you of today. Let me say “thank you” for your patience as we have moved the Senate meetings to several different locations. Just when we could breathe a sigh of relief on returning to The Willis building for our May meeting, I have been informed that we will not be able to meet due to continuing renovations efforts. We are working on a location for the Allied Health Building for the May Meeting.

Chair Senator Wayne Reeves lead the group in a moment of silence and reflection in honor of those students slain during this school year: Eve Carson, student body president at UNC-Chapel Hill; Abhijit Mahato Graduate Student at Duke University; Latrese Matral Curtis and Denita Smith students at NC Central University; as well as other students not recognized by name.

III. Roll Call  
Senator Daughtry called roll in the absence of Senator Williams

IV. Approval of Minutes  
Minutes of February 21, 2008 were approved as written

V. Guest Speaker – Mr. Austin Bunch  
Chair, Senator Wayne Reeves, introduced Dr. Austin Bunch. Dr. Bunch was present as a guest speaker and offered a presentation on the UNC Tomorrow Commission’s Final Report and Recommendations. Dr. Bunch distributed a copy of the presentation to the ECU Staff Senators (see attached).
Comments from Dr. Austin Bunch’s presentation included:

- Many states have gone through a similar report; however, they have done so due to a mandate from their respective state legislatures.
- North Carolina is extremely generous to its public education arena.
- The UNC Tomorrow Commission identified the needs and future needs of North Carolina.
- North Carolina education is now in a global market — we no longer compete with only our neighboring states.
- ECU does not have a large international doctorate program base.
- One of the needs identified by the report was the need to increase in access to higher education for all North Carolinians including non-traditional students; underserved populations; and underserved areas of the state.
- Many college students in North Carolina (and from North Carolina) are 1st generation college students (the first in their family to attend college);
- ECU must respond in writing to the UNC Tomorrow Commission Report by May 1st — including What We [ECU] Do; How We Do It; and What Improvements We Anticipate.
- The UNC system must be more actively involved in public education, according to the UNC Commission Report. Currently, ECU leads the state in the education of teachers. The state of NC anticipates the doubling of the number of teachers that we graduate.
- We (the UNC system) must become more involved in economic transformation. Our region of the state (eastern NC) is the poorest in the state in terms of economic development. We also lead the state in poor health and health problems per capita.
- The report also indicated that the UNC system needs to assist in the improvement of health and wellness of people in or state’s communities (lowering the risk of diabetes; stroke, and obesity — NC has one of the highest incident rates for these diseases in the country).
- We (the UNC system) need to assume a leadership role in North Carolina’s energy and environmental challenges.
- We (the UNC system) should share information more directly — and stop working in isolation and move to more transparency.
- What changes will ECU make:
  - Ensure new degree programs match the needs of the state
  - Ensure we have the quality faculty to accommodate enrollment growth
  - Our report on May 1st will only be the beginning.
  - Budgets will be linked directly to the UNC Tomorrow Commission Report
  - ECU’s goal is to be a national model for meeting the needs of a region
- The ECU Tomorrow Team meets weekly. ECU Staff Senate Chair, Wayne Reeves, serves on the team.
• The first week of April the ECU Tomorrow Team will present their report to the ECU Executive Council.

**Guest Speaker – Nicole Betschman, Student Planning Committee - Relay for Life Event**
Student Nicole Betschman of the Student Planning Committee was present to offer information on the 1st Annual Relay for Life hosted by East Carolina University. The event will be April 4 and 5 at Dowdy Ficklen Stadium. T-shirts will are on sale; $10 for short sleeve and $12 for long sleeve. The opening ceremony will be held at 6:00 pm April 4th. A variety of booths will be at the Relay for Life event offering various items for sale to benefit the Relay for Life event for the American Cancer Society.

**VI. Employee Appreciation Week April 7 – April 11**
Senator Amanda Pantelidis gave an update on the ECU Employee Appreciation Week scheduled April 7 – April 11:
• Monday April 7th is Purple and Gold Day - - wear your purple and gold and show your ECU pride. Also, areas are asked to take pictures of their office so we can post them to our website....and show the ECU spirit
• Tuesday April 8th is the Blood Drive. In addition, discount tickets to the ECU baseball game for available for the Tuesday night game.
• Wednesday April 9th - - Employee Breakfast will be held at the Murphy center from 7:00 – 11:00 am. Everyone will receive an ECU lanyard and we will have several door prizes. All staff senators are asked to work during the breakfast to help with registration, etc,
• Thursday April 10th - - Service Appreciation for employees with 25 or greater years of service
• Friday April 11th - - Pig Skin Pigout and 25% discount at the student stores

**VII. Old Business**

A. **Employee Survey Results:**
• ECU employees offered 27 specific comments to UNC HR Task Force Final Report
• The Chair transmitted ECU’s comments to our UNC Staff Assembly by the requested deadline
• The employees responses to the report have been posted on the Staff Senate web site
• The comments of the survey indicated that the Task Force Final Report was not understood or there was very little interest in what it said.
• The Task Force Final Report has been approved by the UNC Board of Governors and sent to the NC General Assembly sub-committee.

B. **Staff Senate Elections**
• Senator Johnnie Eastwood offered a report on the recent staff senate elections:
• Number of responses was low
• Only two divisions needed to hold elections
• Ballots for these two divisions are out and are due back on 3/21/08
• Membership committee will discuss what to do about ballots that came in late in the mail due to the deadline being on a state holiday.

VIII. Human Resources Update
John Toller and Ashley Worthington offered updates from Human Resources:
  ➢ Career Banning:
  • ECU received two million dollars from the State for the Career banded salary adjustment fund
  • This was used to bring career banded positions up to 100 percent of market rate
  • Only positions that are state funded were eligible
  • Eligibility also required that the position was career banded by 1/1/2007
  • A staff member had to be in the position at the time it was banded and still in the position to qualify for the increase to market rate
  • Six million dollars was needed in order to bring all state funded career banded positions up to market value
  • While all career banded positions could not be brought up to market, the two millions dollars was good news for the University and over 200 staff (SPA) members were brought up to market rate.

Performance Evaluations: John Toller has reminded staff senators that evaluations this year will be done via a paper system since the new position description module in peopleadmin is not ready to go live.

IX. Chair’s Comments and Report
• Meeting with Chancellor Ballard (1) Chancellor reiterated his commitment to a Living Wage for the employees of ECU. (2) This task and the planning to bring this to reality is being moved to next budget cycle due to the concerns of a bleak economic outlook and the anticipated impact of reduced state revenues to future budgets. (3) Career banding supplemental funding has been distributed to the institution. Department heads and employees are being notified of the distribution plan. ECU received the lion’s share of the distribution due to its proactive efforts to enact banding. (4) Employee Recognition Program was approved and funded. This recognition will recognize all ECU employees for 2008.
• ECU Founder’s Day Centennial Celebration is March 27, 2008. Today is the last day to respond to RSVPs for events.

• ECU is starting its Second Century Campaign: Fulfilling ECU’s Vision for Leadership and Service. The advance phase is ending March 27, 2008. The Public phase is starting March 27, 2008 and will run through December 31, 2012. The Goal is $200 million.

• The new Chief Diversity Officer is Ms Kimberly Baker-Flowers.

• The search for the University Attorney has started and interviews are underway. Please support by attending the open forum.

X. Announcements:

B. Next Staff Senate Meeting will be on April 17, 2008 from 2:00 – 4:00 pm, Mendenhall Student Center, Multi-Purpose Room. Committee Meetings will meet 3:30 – 4:00 pm.

C. May 15, 2008 Staff Senate Meeting, Health Sciences Building, College of Nursing, Room 1120. Committee Meetings will meet from 2:30 – 3:30 pm.
**UNC Tomorrow Commission's Final Report & Recommendations**

*University of North Carolina Tomorrow*

**How We Identified the Needs of Our State**

**What the Commission Recommends**

*The Commission's Report includes:*

- 7 Major Findings
- 29 Policy Recommendations
- Numerous Suggested Strategies
- 8 Recommended Internal Changes

**4.1 Our Global Readiness**

*Major Finding:*

*UNC should educate its students to be personally and professionally successful in the 21st century and, to do so, should enhance the global competitiveness of its institutions and their graduates.*

**4.1 Our Global Readiness Recommendations:**

- 4.1.1. Prepare students for the 21st century
- 4.1.2. Ensure that campuses and research programs are globally competitive
- 4.1.3. Increase international partnerships

**4.2. Our Citizens and Their Future: Access to Higher Education**

*Major Finding:*

*UNC should increase access to higher education for all North Carolinians, particularly for underserved regions, underrepresented populations, and non-traditional students.*
4.2. Our Citizens and Their Future: Access to Higher Education

Recommendations:

- 4.2.1. Increase access for traditional students, non-traditional students, and life-long learners
- 4.2.2. Develop seamless relationship with Community Colleges
- 4.2.3. Accommodate needs of persons with disabilities
- 4.2.4. Maintain affordability and increase financial aid options
- 4.2.5. Increase the educational attainment of all underrepresented populations, especially African American male and Hispanic students
- 4.2.6. Ensure that all students are better prepared to enter college and succeed academically

4.3. Our Children and Their Future: Improving Public Education

Recommendations:

- 4.3.1. Educate more and better teachers
- 4.3.2. Educate more science and math teachers
- 4.3.3. Enhance the teaching skills of public school faculty and the leadership skills of public school administrators
- 4.3.4. Help lower our state’s dropout rate and improve academic achievement in all public schools
- 4.3.5. Develop a seamless educational continuum from pre-k through higher education (“Birth-20”)

Major Finding:

UNC should be more actively involved in solving North Carolina’s public education challenges.

4.4. Our Communities and Their Economic Transformation

Recommendations:

- 4.4.1. Lead in economic transformation and community development
- 4.4.2. Focus specific effort on serving rural and underserved areas
- 4.4.3. Align appropriate campus programs with strategic economic plans
- 4.4.4. Promote the arts and cultural enrichment
- 4.4.5. Facilitate inclusive discussions on important community issues

Major Finding:

UNC should be more actively engaged in enhancing the economic transformation and community development of North Carolina’s regions and the state as a whole.

4.5. Our Health

Major Finding:

UNC should lead in improving the health and wellness of all people and communities in our state.
### 4.5. Our Health

**Recommendations:**

- 4.5.1. Lead in improving health and wellness
- 4.5.2. Educate more health-care professionals
- 4.5.3. Utilize health information to improve health and wellness

### 4.6. Our Environment

**Major Finding:**

*UNC should assume a leadership role in addressing the state's energy and environmental challenges.*

### 4.6. Our Environment

**Recommendations:**

- 4.6.1. Embrace environmental sustainability as a core value among its institutions
- 4.6.2. Leverage its existing research expertise to address critical environmental and energy issues
- 4.6.3. Increase community awareness of environmental and sustainability issues

### 4.7. Our University's Outreach and Engagement

**Major Finding:**

*UNC should become more directly engaged with and connected to the people of North Carolina, its regions, and our state as a whole.*

### 4.7. Our University’s Outreach and Engagement

**Recommendations:**

- 4.7.1. Apply, translate, and communicate research and scholarship to broader audiences
- 4.7.2. Develop strategic plans for scholarly public service
- 4.7.3. Create a mechanism for applying research and scholarship to address significant issues
- 4.7.4. Communicate its resources and expertise to wider audiences

### What Changes Should Be Made Within UNC to Respond to the Needs of our State?

- 5.1. Examine the missions of its 17 constituent institutions in light of state and regional needs from a “system” perspective so that the programs and resources of all institutions serve the state and its regions in a manner that complement each other, maximize resources, and avoid unnecessary duplication.
- 5.2. Review the academic planning process to ensure that the needs of North Carolina are fully considered in establishing and discontinuing degree programs.
Our Next Steps

- Jan '08 - The Commission’s Report is transmitted to the BOG for consideration.
  - UNC GA works with campuses and affiliated entities in developing plans to respond to the Commission’s recommendations.
- May '08 - Plans reported back to the BOG
- Jan '09 - Goal for short-term implementation

Campus-Level Responses

- Assess existing programs that respond to needs
- Propose new programs where none exists
- Identify administrative and policy changes needed to ensure future responsiveness
- Increase interdisciplinary and inter-institutional collaborations and model best practices
- Develop clear timelines, reprioritize internal resources, cost estimates, assessment methods, and accountability measures

The Commission’s Final Report and Executive Summary are available at www.nctomorrow.org

Let’s Get Started!

5.3. Lead the campuses in a refinement and adjustment of the tenure, promotion, and incentive system to place greater value on faculty involvement and engagement in applied research and outreach that will enhance the state's competitiveness without decreasing support for teaching, basic research and scholarship.

5.4. Prepare for wide-scale faculty retirement and increase efforts to recruit and retain high-quality faculty.

5.5. Increase efforts to attract and retain high-quality staff at all levels.

5.6. Continue to seek an efficient use of available resources in the fulfillment of its mission.

5.7. Encourage and facilitate interdisciplinary and inter-institutional collaboration among its institutions.

5.8. Continue efforts to establish accountability and performance measures that ensure and demonstrate transparently its success in carrying out its missions.
### ECU Response Team Sub-Groups

#### 4.1 Global Readiness
- George Bailey, Chair
- Rosina Chia
- David Conde
- Sylvie Henning
- Jami Leibowitz
- Charles Lyons
- Bemer Poe
- Frank Romer

#### 4.2 Our Citizens and Their Future: Access to Higher Education
- Wendy Sharer, Chair
- Kemal Atkins
- Judi Bailey
- Anthony Britt
- Christopher Locklear
- Mark Taggart
- Ken Wilson

#### 4.3 Our Children and Their Future: Improving Public Education
- Vivian Covington, Chair
- Sunday Ajobe
- Will Banks
- Larry Bolen
- Paul Kaufman
- Ernest Marshburn
- Andrew Morehead

#### 4.4 Our Communities and Their Economic Transformation
- Ted Hoots, Chair
- Margaret Stover
- Al Delta
- Linsie Griffin
- Martha Hackney
- Tom Ivers
- Patrick Long
- Lee Hull
- Christopher Upham
- Carolyn Wilbur
- Ray White
- Wanda Yehes

#### 4.5 Our Health
- Gloria Frelle, Chair
- Ron Allison
- Greg Chadwick
- Tom Irons
- Sharon Knight
- Elizabeth Layman
- Chris Mansfield
- Jim Mitchell
- Sharon Sayre
- Beth Veide
- Marianne Walker

#### 4.6 Our Environment
- Ron Mitchelson, Chair
- Kristen Borre
- Karen Dawkins
- Patrick Long
- Wayne Reeves
- Enrique Reyes
- J.P. Walsh
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<td>4.7 Our University's Outreach and Engagement:</td>
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