East Carolina University  
2008-09 Staff Senate  
Minutes October 16, 2008  
Mendenhall Student Center, Multipurpose Room  
3:30 – 5:00 pm

Attendance:

**Present:** Cornell Allen, Andrea Bristol, Paula Daughtry, Tim Daughtry, Johnnie Eastwood, Rosalie Farley, Lisa Graepel, Mimosa Hines, Phil Hulsey, Vickie Johnson, Jon Lancaster, Scott Lane, Jean Merenda, Duywuna Millner, Amanda Pantelidis, Joyce Platt, Gloria Potter, Christa Radford, Towanna Rouse, Mike Rowe, Audra Thomas, Teresa Tripp, Mattie Wallace, Michelle Wallace, Mary Susan Williams, Rick Yakubowski, Jennifer Yandle, Joani Zary

**Absent:** Leigh Cobb, Harold Coleman, Tamara Congdon, Kimberly Corbett, Michael Corso, Angelo Daniels, Shonda Drake, Melissa Francis, Andre Franklin, Michelle Gibbs, Karen James, Del Kingsland, Barbara Little, Angela Marshall, Mark Parker, Diane Raines, Verna Taft, Kay Thomas, Kim Walters, Ken Yarnell

**Ex-Officio Officers: Present:** LaKesha Alston, Wayne Reeves, Karen Summerlin, Ashley Worthington

**Ex-Officio Officers: Absent:** Catherine Adams, Taffye Clayton, Robyn Galloway, Lee Ann Goff, Gwen Green, Sara Lilley, Jim Mullen, John Toller, Chris Turner

I. **Call to Order**  
Senator Paula Daughtry welcomed everyone and called the meeting to order at 3:40 p.m.

II. **Roll Call**  
A roll call was performed by Senator Amanda Pantelidis to ensure accurate attendance records.

III. **Approval of Minutes**  
Senator Amanda Pantelidis reported that the minutes from the September 18, 2008 meeting were distributed to members via ECU Staff Official. The minutes of September 18, 2008 were approved as written.

IV. **Comments from the Executive Committee**
A. Comments from the Chair – Senator Paula Daughtry
   1. Funds have been located for the remaining 238 employees that were making less than $25,000. Employees affected should see the change in their January 15th paycheck.
   2. Non-Recurring Budget Management Guidelines (Attachment 1)
   3. Chancellor’s Leadership Academy deadline is Nov 12th
       http://www.ecu.edu/chancellor/leadership/
   4. Congratulations to Wayne Reeves for being nominated into the seat of Vice Chair for the UNC Staff Assembly. This is the 2nd year that ECU has been represented in the Executive Group of the UNC Staff Assembly.
   5. Senator Robbie Dunbar has accepted another position outside of ECU. We wish him well in his new endeavor.
   6. We encourage all senators to attend one of the Strategic Enrollment sessions that is being offered by Dr. Judi Bailey.
   7. Down East Heart Walk 2008 – ECU was able to raise approximately $3,000 this year; a $600 increase over last year!
       THANK YOU to all that participated!
B. Comments from the Chair-Elect – Senator Johnnie Eastwood
   1. Staff Senate Constituency – The Executive Committee and the Communications & Marketing Committee are working together to form a communication list to encourage every senator to communicate with constituents within their Divisions about the Staff Senate.
C. Comments from the Secretary – Senator Amanda Pantelidis
   No Comments
D. Comments from the Treasurer – Senator Andrea Bristol
   1. Financial Report Attached (Attachment 2)
   2. NEW PIRATEPERK!! (TIMELIMITED) – We have been issued a certificate that entitles us to a $10 Sam’s club gift card on the spot when we join or renew our membership. A 1-Card is needed to receive the discount.

V. Monthly Committee Updates and Reports
   A. Communications & Marketing – Senator Mary Susan Williams
   B. Diversity Committee – Senator Audra Thomas
   C. Human Resource Services Committee – Senator Rick Yakubowski
   D. Rewards & Recognition Committee – Senator Joani Zary
   E. UNC Staff Assembly – Senator Wayne Reeves and Senator Phil Hulsey

VI. Old Business

VII. New Business
VIII. Announcements

A. Next Staff Senate meeting will be on Nov 20, 2008 from 3:30 – 5:00 pm, MSC Multi-Purpose Room. Committee meetings will be from 2:30 – 3:30.

IX. Adjournment at 5:00 p.m.
Attendance: Towanna Rouse, Cornell Allen, Jon Lancaster, Lakesha Alston, Audra Thomas

Discussion:

- Briefly reviewed some information shared at the Chancellor’ Diversity Council meeting that was held on October 10, 2008.
- Committee determined which members of the committee would be serving on the Heritage Month Planning Committees and the Social Justice Planning Committees.
  - Native American Heritage Month in Nov.: Audra Thomas
  - African American Heritage Month in Feb.: Cornell Allen, Towanna Rouse
  - Women’s Heritage Month in March: Kim Walters
  - Asian/Asian American Heritage Month in April: Audra Thomas
  - Social Justice Month in January: Jon Lancaster
- Committee discussed the upcoming conference on Building Leadership for Latino Access to Education that will be held on October 24, 2008 in Mendenhall.
- Committee discussed mechanisms to address the issue of Classism at ECU. Classism was identified via the Campus Climate survey as an issue that staff at ECU saw as a big problem/

Action Items:

- Review and discuss with appropriate campus entities options for addressing the classism issue for ECU staff.

Other information

- The next Chancellor’s Diversity Council (CDC) meeting will be October 29, 2008 at 8:30 a.m. in Mendenhall Student Center room 221. Any member of the committee is welcomed to attend the meeting.
Communications and Marketing Committee Meeting Minutes
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• We discussed the Sam’s Club discount that had been verified by Senator Andrea Bristol. Andrea was to mention the details during the senate meeting.

• There’s a possible new Pirate Perk for Linens-n-Things; some sort of electronic coupon. More details to come.

• It has been verified that the next Benefits fair will be held in the spring (none for the fall).

• Committee Chair Person Mary Susan Williams had still not been able to get in touch with Michael Dixon to find out past information on the Pirate Perks. She will continue to try to communicate with him so we can check the status of the existing perks.

• Mary Susan will e-mail our “Action Items” to each committee member.

• We began discussing ways to meet goal #1 of our Action Items: Meeting Our Constituents. We discussed talking with Chris Turner from HR to find out what currently happens at orientation, in terms of introducing new hires to the Staff Senate. As we were brainstorming ways to market ourselves to new employees, Chair Paula Daughtry approached our committee to make us aware of a larger, senate-wide effort to communicate more effectively with our constituents. The details were to be discussed at the main meeting, but we will be involved with setting up an e-mail tree which designates every senator to about 100 constituents. She also confirmed that the current orientation uses a generic PowerPoint presentation to plug the Staff Senate, as well as all other programs at ECU.

• We agreed that we still need to begin a marketing effort geared toward new employees—we’d like to create an e-mailable “flyer” to send out to new hires. We verified that we can get the lists of new hires from the BICK (?) system, and then email out our “flyer.” We agreed doing a printed piece was not in the budget at the moment, so an electronic version would be better.

• Senator Mimosa Hines is going to see about setting up a job at her office (University Publications) to create this e-mail flyer. One of the ideas mentioned was to have the main message of the piece be a Pirate Perk, followed by information about the Staff Senate. We believe the perk is a good way to grab the attention of the people checking their email. If possible, links to the website would be good to have in the body copy. We also need to stay consistent with our current brochure. (Need to also get some copies of this to review).

• Mary Susan Williams again mentioned the importance of carrying through the actions of our committee by passing on a master notebook of some sort to the next group of committee members. In addition, there should always be old members on a committee so that each year the group does not have to start from scratch.

• On a final note, we considered holding an interim meeting or conference call (in between senate meetings) to further discuss our action items.

UNC Staff Assembly Notes
• Wayne Reeves has been selected as the Vice Chair for 2008-2009 year.
• Paula Daughtry received an award for “Outstanding Service” to the UNC Staff Assembly for 2007-2008 year.

• President Bowles
  o Banner standardization across schools.
  o UNC Tomorrow [www.netomorrow.org](http://www.netomorrow.org)
    ▪ Reduce costs
    ▪ Coordinate resources
    ▪ Online education continues to rise
    ▪ We have more experienced faculty that know how to reach / communicate in a classroom setting
  o In the future...
    ▪ Looking to community colleges as a lower-cost entry point for university degrees
    ▪ Raises (beyond cost of living) are not to be expected
  o Bowles - evidence is that grades, regardless of school rank, are a better indicator of higher-education performance
  o Holding 4%, currently only need 2%
  o Bowles doesn't see a need for Reduction In Force in NC's future

• Tuition Wavier Survey
  o ECU had the highest SPA response at 17.8%!!!
  o ECU had the 2nd highest EPA response, just behind Chapel Hill at 14.8%

• UNC Legislative Update
  o Asking chancellors to prioritize campus needs
  o Salaries in general, when compared to other states, are good,
  o NC continues to be one of the top 4 run states in the country
  o Projected 4% growth in revenue
  o Health plan best case by end of year is $240 million loss
  o The Assembly was encouraged to focus on healthcare
  o President Bowles is doing a good job managing cutbacks
  o Employees are probably looking at a flat bonus year

• State of Universities
  o We are happy to say that universities throughout the state have active staff senates.

• Committee work of note
  o HR Committee is working on a flexible work schedule proposal

• The Assembly voted to hold 4, not 2, meetings per year. The next meeting will be in Feb.