

ECU Staff Senate Minutes

Date: January 14, 2021

Time: 3:00pm to 5:00pm

Location: Microsoft Teams

**Call to Order:** Senator Todd Inman

**Roll Call/Approval of Minutes:** Kristin Wooten

December minutes were approved

**Guest Speakers:**

**Interim Chancellor Ron Mitchelson**– Campus Update

As of now we are well over 20,000 applications for admissions which is significantly higher than last year. Spring enrollment is also strong, and our numbers have increased at all levels. The campus is much more prepared for on campus activity. Testing has improved and will be available for both students and employees at both East and West Campus student centers. Density has been reduced in the residence halls and will be reduced in the classroom which will be key in maintaining low COVID case numbers.

ECU Physicians and the Student Center has been designated as vaccination sites and vaccinations will be administered as quickly as possible, more information will be forthcoming. Governor Cooper has reduced the key age from 75 to 65 and ECU will start vaccinating individuals who are 65 and older along with employees who are working on campus. Everyone is encouraged to follow the 3 W’s to help reduce the spread.

The new chancellor, Dr. Phillip Rodgers, will join ECU March 15. He has already begun transition work and is meeting with individuals on campus. We are excited to welcome him and his family! A campus update will be live streamed in the next few weeks and will be available to everyone. The update will summarize highlights for the year and discuss a plan moving forward.

**Garret Killian** – UNC System Racial Equity Task Force Recommendations

The task force was originally formed in June 2020 by UNC BOG Chair Ramsey and Interim President Roper. The task force committee include BOG members, faculty, staff, and students throughout the UNC System. Task Force is charged with engaging with faculty, staff, and students to focus on racial equity and necessary steps for improvement. Focus areas include:

1. Student Recruitment, Enrollment & Outcomes
2. Employee Recruitment, Retention, & Promotion
3. Supporting Safe, Diverse, & Inclusive Campuses

While the task force has met with experts to address these areas, feedback has also been requested from faculty, staff, and students through anonymous suggestions via website, town hall meetings and Qualtrics surveys. Throughout the system, over 1100 anonymous comments were submitted, over 6,000 staff completed the survey (with nearly 800 from ECU), and a total of 7 town hall meetings. Out of each group staff response was the highest. To improve, several recommendations were provided:

1. Diversity and Equity Staffing to Support Inclusion and Belonging- UNC System should establish a position the reports directly to the president to implement recommendations and oversee future initiatives.
2. Representation and Retention at All Levels of the University- examine and improve recruitment and retention practices to build a racially diverse and equitable university.
3. Data and Accountability- establish reporting requirements and processes that support a sustainable procedure for collecting racial and equity data.
4. Diversity, Equity, and Inclusion Education- establish comprehensive programming for all students, faculty, and staff of the UNC System and provide mandatory training.
5. Programs and Activities in Support of Racial Equity and Inclusion- develop and support programs that improve equitable outcomes. Improve delivery of mental health services.
6. Campus Policing- establish consistent training and procedures across institutions. Reduce criminalization of incidents and provide non-deadly methods of force.

Other items include diversifying the BOG, providing every student with a laptop, address other issues at the system level, and establishment of a staff award by the BOG. The formal report will be presented at the BOG’s meeting on January 21st by Gov. Holley.

**Willie Ehling-** Well-Being Now and The Future at ECU

The Well-Being Collective is a university wide group which focuses on the wellness of the campus community. The collective’s members are Steve Trotter, Willie Ehling, Suzanne McDonald, Justin Yeaman, and Michelle Bone. The group reviewed previous wellness initiatives and different activities to assess current and future plans. Created a three-year strategic plan that has been divided into four areas of wellness. These areas include:

* Communication- sharing collective work, creating an on-campus presence, marketing wellness resources and creating a website to share information.
* Organizational Synergy- bringing everyone’s talents together and reviewing university policies.
* Culture- promoting diversity and inclusion to meet the needs of all employees as well as students.
* Environment- physically supporting well-being on campus. The well-being hub is a location that will be a landing source for resources and services for staff, faculty, and students. It will be located in the East Campus Student Center across from Dowdy Student Stores. In addition, the THRIVE website will be launched within the next month to make resources more readily available.

The Employee Well-Being Institute was established in 2003 however, it has recently been revamped and emphasizes the five elements of well-being. These elements include career, social, financial, physical, and community. A Canvas course has been created in addition to five virtual live sessions to help participants learn more about the five elements. A new cohort will begin February 1st, Information was sent via Announce and employees are encouraged to sign-up. Participation provides free access to Campus Recreation and Wellness services.

While the University has included wellness in recent strategic plans, review of Campus Recreation and Wellness memberships revealed that less than 20% of employees have a membership. To assist employees, plans to implement income-based memberships which will include lower fees for guests. Staff are reminded to take advantage of the services offered by ComPsych. Many of these services are free and are specifically geared to improve employee wellness.

**Executive Committee Comments**

Chair – Todd Inman

* An email will be forthcoming regarding COVID Testing Thursdays. The saliva test will be free, and employees are permitted to get testing on the clock.
* Nominations have started for senators. Due to low numbers we have asked Vice Chancellors for assistance.
* Proposals for the bookstore buyout have been submitted. Be on the lookout for more information in the upcoming week.
* Chancellor representation at the Staff Senate meetings will continue when Chancellor-Elect Rodger assumes the position.

Chair Elect – Hector Molina

* The Fiscal Sustainability met in December and divided into subgroups which were given areas to focus on. Guidance will be provided to the Chancellor-Elect upon his arrival regarding next steps and recommendations. More updates are forthcoming, and information is available on the Fiscal Sustainability website.

Vice Chair – Aisha Powell

* The Executive Committee met with committee chairs this morning to discuss plans for spring. The Committee Chairs will provide updates during their allotted time later in the meeting.
* The 8th year Student Success Conference is January 29 from 9am to 1pm; the theme is Navigating the Course, Transforming and Reconnecting Students, Faculty, and Staff with Dr. Ron Mitchelson as the keynote speaker. This event is free for faculty and staff and will be held virtually. Please reach out to Dr. Lathan Turner at turnerla@ecu.edu if you have any questions.

Treasurer- Lisa Ormond

* The treasurer’s report was sent earlier this week.
* While the senate has spent very little this fiscal year, funding has been allocated to committees for spring activities. If you have questions about the report, please contact Lisa at [ormandl@ecu.edu](mailto:ormandl@ecu.edu)

Secretary –Kristin Wooten

* Everyone is encourage to send questions, thoughts, comments or concerns to [staffsenate@ecu.edu](mailto:staffsenate@ecu.edu). The email is checked daily, and we are here to advocate on your behalf.

Parliamentarian - Darius Alexander

* No comments

**Committee Updates**

* Bylaws (*Susan Thomas*)- met last week and discussed the proposal to extend terms for senators who are on furlough. Concerns were sent to the Executive Committee and will meet within the next couple of weeks to review those concerns.
* Communication & Marketing (*Andrew Grace*)- planning to create a video to highlight the work of the Staff Senate. Aiming to reach out to committee chairs within the next week to recruit a representative from each committee speak in the video. A script will be prepared for the video prior to the next senate meeting.
* Diversity Committee (*Aisha Powell on behalf of Lajuana Carter*)- met in December and discussed the spring roundtable discussions. The roundtable will focus on gender, equity, and diversity. The committee will reach out to campus partners to facilitate the discussions. Currently planning days and times but will most likely select the first Monday of each month. This will be open to faculty, staff, and students.
* Human Resources Committee (*Emily Waters*)- there are five nominees for Staff Emeritus which will be sent to HR for vetting. The nominees will be recognized (along with the 2019-2020 nominees) later in the spring. A bereavement policy was drafted last year and voted on during the senate meeting. Another vote is needed prior to sending the draft resolution to the UNC System Senate for statewide support. Senators voted and 42 voted in favor. Motion to proceed was passed.
* Leadership & Professional Development (Patrick Mitchell)- In the process of extending an offer to one of the candidates to speak at the B.A.L.L. event. Once a speaker has confirmed and date will be provided, and the event will be virtual.
* Membership (*Robin Mayo*)- Nominations are currently open and will close on Monday by end of day. If you know someone, please nominate them. We do need more nominations from Health Sciences. Elections will open February 22 and will close mid-March. The method is now electronic in hopes to streamline the process.
* Rewards & Recognition (*Alex Dennis*)- Will meet next week and the committee members will bring dates and ideas for spring events. More information is forthcoming.
* Scholarship (*Amy Eason*)- will hold their two-hour meeting on February 4th to review scholarship applications. The recipients will be recognized at the April Staff Senate meeting. Received great ideas regarding fundraising efforts at the chair’s meeting and will begin pursuing those opportunities.

**Open Discussion:**

* Senators please remember to communicate with staff in your division. We want to ensure we are effectively advocating on their behalf and appropriately sharing information.

**Announcements: Next Meeting – February 11, 2021 3pm-5pm via Microsoft Teams**

**Meeting Link:** <https://web.microsoftstream.com/video/bfd2803e-e3e7-4c94-96b9-d7e4e417fe0e>