

ECU Staff Senate Minutes

Date: December 9, 2021

Time: 3:00pm to 5:00pm

Location: Teams

**Call to Order:** Senator Hector Molina

**Approval of Minutes:** Kristin Wooten

November minutes were approved

**Guest Speaker:**

**Chancellor Philip Rogers** – University Update

A few key highlights this year, the new Life Sciences and Technology Building is complete, we received a state budget this year, and announced the public phase of a comprehensive fundraising campaign. Also, we secured final approval for the partnership with Vidant Health, are eligible for the Military Bowl in athletics and announced the new Provost, Dr. Robin Coger. ECU has been named among the best colleges and universities in the country, the top public schools, best institution for veterans and we were ranked 6th in the nation (#1 in NC) as one of America’s top online colleges. The Miller School of Entrepreneurship was recognized in Princeton Review as one of the top 50 schools in the country. Lastly, the Dental School was recognized for producing the top number of dentists with the lowest amount of debt.

COVID vaccination rates continue to improve, and we have a less than 1% positivity rate. Almost 90% of employees, 70% of students and approximately 80% of the campus has been vaccinated and we hope to continue seeing a decline in positivity rate.

As mentioned earlier, the state budget was approved which included a 5% increase for employees over the course of two years. Employees will also receive a $1000 bonus with employees making less than $75,000 receiving an additional $500. Leadership is making every effort to include bonuses in the December 22nd paycheck while raises are expected to be implemented no later than January 31st. We received funding for building renovations as well as capital facilities funding. There is funding for a new medical building so it is likely construction will begin soon.

Our comprehensive fundraising program was approved in November, and it is the largest philanthropic endeavor in ECU history. We have already raised $300 million towards the original $500 million goal. With our joint venture with Vidant Health both organizations will remain separate entities but will operate under a shared leadership model. Both will operate under the new brand, ECU Health, however, Brody will retain its name. There will be no exchange of assets or employees. We are welcoming Dr. Robin Coger as our new Provost. She has an incredible academic background and will bring valuable insight to the university. A final decision has not yet been made regarding reorganization but will be announced early 2022.

**Dr. Amy Shannon** **& Ms. Kiya Bolds** – University Studies

The University Studies degree is a Bachelor of Science and is a non-traditional degree. The program does not duplicate any other program on campus and is customized to each student. Students can complete the degree completely online at either a part-time or full-time pace. There are over 1200 alumni from the program since 2014 and a Faculty Oversight Committee reviews each student’s curriculum and approves each curriculum. Common reasons people pursue the University Studies degree include flexibility, preparation for graduate school. Job interests, and personal goals. If you have any questions, please feel free to email Dr. Amy Shannon (shannona@ecu.edu) or Kiya Bolds (boldsk@ecu.edu).

**Christy Carraway** – Wellness Initiative

HR has partnered with Mindful to provide employees with helpful resources and support to combat the stress and anxiety experienced in the past several years. There will be four 15-minute individual coaching sessions offered and senators will have an opportunity to sign up first. In addition, a virtual book club will be sponsored by HR to read *Start Here; Master the Lifelong Habit of Well-Being*. The book club will be hosted by New York Times best-selling author, Nate Klemp and books will be provided for free. Mindful is creating a website for ECU employees which will include premium pre-recorded courses handpicked by HR for employees. These courses can be taken at your own pace and courses will vary in length. Every month starting in January and ending in September, there will be a theme month and a newsletter will be sent each month by HR. January’s theme will be Building Healthy Habits and Sticking to them. Information and resources will be provided on HR’s website. If you have any questions or would like to share feedback, contact [hrdevelopment@ecu.edu](mailto:hrdevelopment@ecu.edu).

**Executive Committee Comments**

Chair – Hector Molina

* We are working on a shared governance model with Faculty Senate and SGA. The three groups met to discuss collaboration efforts and learn about each group’s efforts on campus. Bylaws will be modified to reflect this new model.
* The Executive Committee has decided to draft a thank you letter to the legislature for passing the budget. We will connect with our legislative liaison Carson Nelson to draft the letter and will share with the body before sending it.

Chair Elect – Aisha Powell

* Enrollment initiatives are still ongoing, and Staff Senate will continue developing different activities to attract students and increase enrollment.
* This fall we are graduating 1,867 students and will have two commencement ceremonies to recognize these students.
* Today we will have closed breakout sessions to complete an activity regarding strengths and challenges on campus. After the sessions we will return to the full body meeting before adjourning.

Vice Chair – Lisa Ormond

* The Executive Committee met with the new Staff Assembly Chair to share information and learn about upcoming plans. Staff Assembly is planning to create a systemwide culture to promote retention and focus on promotion issues within the universities. They also plan to evaluate the interactions between campus communities and the Board of Governors.
* Basketball concessions have begun, and we are in need of volunteers. Any ECU employee can access the sign-up sheet and non-ECU employees can also volunteer. This funding is important for funding scholarships.
* The polos have arrived, and we will work on distributing those to senators across campus after the new year.

Treasurer – Position is open. If you are interested or know someone, please send an email to staffsenate@ecu.edu.

Secretary – Kristin Wooten

* We are currently accepting donations for the Holiday Coat Drive. There are various locations on both Main Campus and Health Sciences campus to drop off coats or undergarments for the community school. The last day to donate will be December 14th at 5pm.

Parliamentarian – Olivia Cottrell

* The meeting between Staff Senate, Faculty Senate and SGA was a great opportunity to meet and share common goals.
* SGA set up a table in the Joyner Library to distributes snacks and scantrons to students during finals. Also, the Community Outreach Committee is partnering with the Humane Society at the mall to wrap gifts for the public.

**Committee Updates**

* Scholarship (*Erica Hoyt*)- Held three fall percentage nights in which approximately $250 was raised for scholarships. Encouraging volunteers to participate in basketball concessions. There are two scholarships are open and the deadline to apply is January 15th. Information is available on www.ecu.edu/staffsenate and has also been sent out via ECU Official.
* Rewards & Recognition (*Susan Eckert*)- The committee was not able to meet this month, however, will continue working on Staff Appreciation Week.
* Diversity Committee (*Amy Bright*)- The virtual panel for Women Leaders had 126 total attendees and a link to the recording was sent on Announce. Currently working on events for the spring.
* Leadership & Professional Development (Kristin on behalf of Janet Turner)- Dr. Rebecca Rogers has agreed to speak at our B.A.L.L. event which will be April 19th. Will meet with Dr. Rogers on Jan 6th to go over topics and other details.
* Communication & Marketing (*Matt Smith*)- Currently working on the Staff Senate video with creative services.
* Bylaws (Hector Molina on behalf of *John Southworth*)- Will create an ex-officio faculty senate seat on the Staff Senate. Meet yesterday with the Faculty Senate Bylaws Committee to discuss this change. There will be two bylaws’ changes proposed at the January meeting.
* Membership (*Joseph Moore*)- Still working on filing vacant positions and reviewing absences. Nominations for Staff Senate will open on January 4th and will close Jan 21st, reminders will be sent within the next couple of weeks.
* Human Resources Committee (*Loretta McDaniel*)- Reviewing the Staff Emeritus nominations which closed on November 30th. Working on a Q&A flyer for flexible work arrangements, HR reviewed this flyer and requested changes. Also discussing how to handle recognition ceremonies that were canceled last year.

**Breakout Session - Senators**

Senators will meet with their committees to discuss three main questions:

1. What makes you a proud Pirate staff member of your division?
2. What work challenges have you experienced in your division?
3. What are three suggestions you can offer for an overall improvement to retain staff in your division?

After the meeting, responses will be discussed, and an update will be provided at the next body meeting.

**Open Discussion**

* Thank you to all senate members for their hard work and involvement this term. We wish everyone a happy holiday!

**Announcements: Next Meeting – January 13, 2021, 3pm-5pm via Microsoft Teams**

**Meeting Link:** https://studentsecuedu66932-my.sharepoint.com/personal/powellai\_ecu\_edu/\_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fpowellai%5Fecu%5Fedu%2FDocuments%2FRecordings%2FStaff%20Senate%20Monthly%20Meeting%2D20211209%5F150049%2DMeeting%20Recording%2Emp4&parent=%2Fpersonal%2Fpowellai%5Fecu%5Fedu%2FDocuments%2FRecordings