



ECU Staff Senate Minutes

Date: February 17, 2022

Time: 3:00pm to 5:00pm

Location: Teams

**Call to Order:** Senator Aisha Powell

**Approval of Minutes:** Kristin Wooten  
January minutes were approved

**Guest Speaker:**

**Vice Chancellor Virginia Hardy** – University Update

A memo was sent to the campus community yesterday regarding new COVID guidelines. Gatherings can now include food and the space should be large enough to accommodate social distancing of at least 3 feet. Face coverings are required indoors if social distancing of three feet cannot be maintained. A face covering is not required outdoors. Surveillance testing for students will be conducted at both student centers as well as the dining halls. UNC System has given each chancellor the authority to make any changes necessary. Leadership will continue to assess the current climate and make changes as needed.

On March 28<sup>th</sup>, the UNC System will launch the 3<sup>rd</sup> cycle of system wide employee engagement survey. The survey will focus on three key areas including, baseline trend data, diversity and inclusion, and institutional actions taken due to COVID. All employees are encouraged to participate to assist leadership in making improvements on our campus.

The national average is predicted to be approximately a 6% decline in enrollment. This means, for ECU, enrollment will likely remain flat or decline this year. To combat the decline, we have committees working aggressively to develop methods to address the current demographic cliff. To address the demand in our nursing, criminal justice, and leadership program, ECU is investing in this program which will increase enrollment. We are investing in digital tools to enhance our online programs and are also working to develop industry level credentials to attract adult learners. Project Kitty Hawk is focused on capturing the adult learner market. This project will be beneficial to us as we work on methods to improve our enrollment.

UNC System is working on a refresh of their strategic plan which is expected to be ready around May. Once the refresh is complete, we will begin working on our strategic plan to reaffirm our core commitment while aligning with the system plan.

**Steven Trotter** – Burnout Prevention

When thinking about well being and burnout, the goal should not be balance as attempting to balance everything in our lives adds an additional task. The focus should be on integration and effectively managing the different tasks in your life. Some tips to prevent burnout include 1) Focus on what you can control. 2) Categorize your tasks, group by level of control that you have in each. 3) Batch your tasks and projects, spend 30 to 45 minutes on one task at a time and 4) get clear about your communication. Resources include Mindful (provided for free by HR) and Better You at <https://register.betteryou.ai>.

## Executive Committee Comments

Chair – Aisha Powell

- Enrollment initiatives are underway, and we plan to participate in the Pirate Aboard days starting March 26<sup>th</sup>. Other enrollment initiatives can be found on our Teams site under the enrollment tab.
- The DEI met on the 4<sup>th</sup> and is currently focusing on student success and access. During the meeting the Educational Advisory Board IAB came to present on promising and best practices and student access and success. In our upcoming meeting, the Executive President and former President of Georgia State will come share some information about their success and achieve addressing student achievement gaps.
- Attended the University Affairs Committee session of the BOT there was a lot of talk about Project Kitty Hawk. In one of our future meetings, we will have someone to come to present on Project Kitty Hawk to explain how staff will be incorporated in that project as it comes down the pipeline.
- We're currently working with Brian Jenkins, the Director of External Affairs and Carson Nelson, our legislative liaison to write thank you notes to our local North Carolina representatives. We hope to get that out in March or April.

Vice Chair – Lisa Ormond

- Attended the Health Sciences Committee meeting of the BOT and they discussed the Kitty Hawk project for adult learners. The project focuses on developing new methods to attract adult learners with the expectation that there will be a decline in traditional students. More information about the session can be found on the BOT website. Also, the ECU Health logo has been announced and the rebranding process is underway. You will likely see changes in the fall and throughout the following summer.
- Baseball concessions will begin soon. The booth would need to be manned by at least two people and one person must be alcohol certified. Due to the time commitment and game schedule, we may hold off until football season starts again however, it is still being discussed.
- There are a few polos that still need to be picked up. Senators can reach out to Lisa or Aisha if they have not gotten their polo.

Treasurer – The committee's provided their budgetary needs last week. We are still asking for volunteers for concessions. We worked the last three games and raised almost \$1,000 which helps fund our scholarships.

Secretary – Kristin Wooten

- Reminder, Committee Chairs should complete their end of the year report and plan to present at the Senate meeting in May.
- Highlights from the Athletics & Advancement Committee of the BOT include the public launch of the \$500 million Comprehensive Campaign. So far we have raised \$385.5 million. The Spangler Distinguished Professorship of Early Childhood Literacy in the College of Education was approved. This professorship will support a professor to teach and provide leadership to future instructors.

Parliamentarian – Olivia Cottrell

- SGA Council met last week to discuss the updated mask restrictions. The group also discussed setting up a photo booth on Main Campus and Health Sciences Campus to provide headshots for students. In addition, SGA will potentially host a resume workshop on March 21<sup>st</sup>.

## Committee Updates

- Scholarship (Erica Hoyt)- There are 6 recipients for the Gail Jordan and 6 for the Children of SHRA scholarship. Recipients will be announced at the meeting in April.

- Rewards & Recognition (Susan Eckert)- Nominations for Outstanding Staff Awards is open until March 4<sup>th</sup>. Plans for Staff Appreciation Week are being finalized. More updates are forthcoming.
- Diversity Committee (Amy Bright)- Will ask Dr. Maggie Nanney to speak on diversity data during our March meeting. The Organization for Black Staff will have a spoken word with the theme lift every voice in observance of Black History Month, which will take place Wednesday, February 23<sup>rd</sup>.
- Leadership & Professional Development (Grace Tolson)- The B.A.L.L. event is Tuesday, April 19<sup>th</sup> at 2pm at the Main Campus Student Center. Dr. Rebekah Rogers will be the speaker and the event will be livestreamed to provide a virtual option.
- Communication & Marketing (Michelle Bone)- Planning to shoot the membership video this summer. The committee is working to have everything complete in case the video has to be recorded during the next term. If anyone wants to post something to the social media pages, please send it to Michelle.
- Bylaws (John Southworth)- Working on revisions to the bylaws which will include the ex-officio seat for a faculty senator. Also discussing the creation of a succession plan for elected officers. At this time, the bylaws does not address a plan for vacancies in the Senate. The committee would like to create a plan in order to reduce confusion when seats become vacant.
- Membership (Joseph Moore)- Nominations closed January 21<sup>st</sup>, packets have been sent to HR for verification. For divisions that did not receive nominations, they will receive separate correspondence to request additional nominations.
- Human Resources Committee (Loretta McDaniel)- Staff Emeritus nominations are currently under review by the departments, then the awards will be ordered. The committee is still working on the Q&A sheet for flexible work arrangements. Working on a bereavement plan to present to the UNC System Office.

### Open Discussion

- For those who work with students, there is a new registration process that will be launched this fall. Please encourage students to contact their advisors if they need assistance.
- Joyner Library put together a timeline of the pursuit of civil rights at ECU. If you have time, please check it out.
- The College of Nursing holds a 5K every year in April to raise money for scholarships. This year, a scholarship is being established to honor a staff member from CON that passed away tragically in January. If you are able, please come to support. The 5K will be April 4<sup>th</sup> and will start at the College of Nursing.

### Announcements: Next Meeting – March 10, 2022, 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%2D20220217%5F145931%2DMeeting%20Recording%2Emp4&parent=%2Fpersonal%2Fpowellai%5Fecu%5Fedu%2FDocuments%2FRecordings](https://studentsecuedu66932-my.sharepoint.com/personal/powellai_ecu_edu/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fpowellai%5Fecu%5Fedu%2FDocuments%2FRecordings%2FStaff%20Senate%20Monthly%20Meeting%2D20220217%5F145931%2DMeeting%20Recording%2Emp4&parent=%2Fpersonal%2Fpowellai%5Fecu%5Fedu%2FDocuments%2FRecordings)