

Staff Senate Minutes

Approved May 15, 2014

Thursday, March 13, 2014

Call to Order:

The meeting was called to order at 3:08 pm by Chair, Garrett Killian.

Guest Speakers:

Dr. Rick Niswander, Vice Chancellor of Administration and Finance spoke on the budget.

The ECU budget is not all one big pot. It's not like your checkbook. ECU budget totals \$90 million. Of this \$90m, it's in various "pockets" that are earmarked for specific expenses and cannot be moved into other accounts. Money has a color - red money for red things, yellow money for yellow things. The Legislature meets once a year to put budget together for two years. They will go back in session late May and tweak the budget for 2014-15. Governor has said that teachers with 1-5 years experience need a salary increase. He suspects a broad increase for state employees because this is an election year. Probably won't be very much because every 1% increase costs the state \$60m. There are unknowns such as Medicaid but they probably won't raise taxes. It is possible that they will cut state government to pay for a 1-2% increase. Our perspective is that no matter what Raleigh does we will have a cut. It's a modest cut but it won't change over the next 3-4 years. Talked to the Dean's this morning to prepare for the cut, however we won't know the number until end of June or July. There will be an effect on all of the units but it will not be uniform. Program Prioritization Committee is making decisions on allocation of resources. The good news is some kind of small salary increase.

Carryover budget: we are allowed to carry forward up to 2.5% of our budget. It's normally used for capital projects. We have very little money to do that. We are planning like we are getting the carry forward but if it looks like we will lose it, then we'll use it first.

State appropriations and tuition: spend it or lose it.

Question: seems that we should eliminate administrators? Answer - facts: Faculty has grown faster than the proportion of students. Administrative category has actually fallen.

Question: Senator Martina mentioned a rumor that 120 staff positions would go away in Health Sciences. Will the legislature look at us and say BSOM was built to service folks who don't have access to health care. Answer: Discussed the funding mechanisms of the BSOM, which are the practice plan and the state allocation of about 30% of our budget. There are also ongoing discussions with the state legislature for dealing with how to fund for patients who are not paying bills which amounts to about 13%. No doubt the landscape of medicine has changed over the last 10 years and revenues from the practice plan will have to play a bigger role.

Question: Senator Martina - how can we afford some of these doctors we have on the staff? There are Trauma doctors and Pediatric surgeons with huge salaries. Vidant pays part for a few years, and then

the doctors are part of ECU. Answer - Doctors will have to bring in what they make...called, "eat what you kill." If they bring in \$3m revenues I'll pay them \$1m, but in the future there will be no more grandfathering in. It won't happen tomorrow but it is coming.

Question: Senator Penney - Nation wide is that how it's done? Answer - we have different rules. We were built to serve. Budget was 70% from state now it's 30%. They need to step up. Challenge is if you turn doctors away, since we are not in a big city, where do they go. We need to create other revenue streams.

Question: Senator David – what is the outlook over next 10 yrs.? Answer – things will go slowly negative over next 10 yrs. or so...unless we have a crisis. State is being run in such a way that it is not going down and not going up.

Question: Senator Mary – what about considering a self-funded raise? Answer – We are not talking that. Legislature only provides for state funded positions. We have made it a practice to match it on the other side and expect we will continue this practice going forward.

Question: Wayne - The state budget director's documents seemed to give some flexibility in the use of some funds and can they be used for wage increases? Answer – some language in the past denoted the university's ability to determine how cuts would be taken. During the last 3 yrs., the Legislature's budget included passing language that restricted what universities can do for salary increases.

Question – Don't we give up a big market share to allow community colleges to educate? Answer - UNC code says community colleges need to be handling freshman/sophomore stuff and universities handle the rest. That's the general tenor. From a state cost perspective, it costs less to send students to a community college. But the bigger question is how are we helping the student and their family decide? We have to get the word out that this is a quality education. One thing Raleigh is doing is a database that shows for every degree and for every school the proportion of students that have a degree and have a position and average salary. (Dr. Niswander will verify, but thinks information can be found at the website Digital Measures.) We spend about 12% more on the instructional side than our peers do and less on the non-instructional side.

Speaker - Georgia Childs, Campus Recreation and Wellness:

Georgia gave a brief presentation on some of the events that are being offered. Event on March 28th is called "Life in Balance" and anyone interested can sign up on the website. The Wellness Institute will return in the fall and begin on September 23rd. For questions, email childsg@ecu.edu.

Roll Call: Senator Kim Higdon, called the Roll and a quorum was present.

Attendance:

See attached attendance sheet.

Approval of Minutes:

Senator Martina Christie made a motion to approve the minutes of February 11, 2014 as corrected, seconded by Senator Kendra Davis. **MOTION APPROVED.**

Executive Council Comments:

Chair, Senator Garrett Killian Comments

Mark Sprague, Chair of the Faculty Senate, reported they are removing Good Friday as a make-up date.

The Senate election nomination window has closed and the number of nominations per division are: Health Sciences – 27; Academic Affairs – 13; Administration & Finance – 17; Chancellor's Division – 2; Research & Graduate – 6; Student Affairs – 5; University Advancement – 1; Athletics – 0. The election will be held during the weeks of March 24th – April 11th.

Staff Appreciation Week is coming up April 11th. Meal vouchers will be mailed out in March and then once again prior to April 11th to catch any new hires. Mary is working very hard getting donations and discounts from businesses.

March 20th is the Chancellor's luncheon.

Chair-Elect, Senator Mary Schiller Comments

Chancellors Cup Golf Tournament will be held on June 18th. There is still an opportunity for hole sponsorships. If you have any connections and know people or businesses that would like to sponsor a hole, please let her know.

HR did approve giving Senators 30 hours for use in service to the University.

Treasurer Senator Lisa Ormond Comments:

As of February 28, 2014 fund balances are:

- State account: Balance: \$1252.25
- Chancellor's Discretionary Fund: Balance: \$1691.41
- Gail Jordan Scholarship Fund Balance - \$25,082.69 remains the same. Interest is accrued once a year.
- Children of SPA Employees Scholarship Fund Balance - \$3,094.75. Also, \$2,000 in scholarships was awarded this summer.

Secretary Judy Havermann Comments

None

Committee Reports

By-Laws Committee

Senator Garrett reported that the committee is working on the following topics: Who should be able to vote for the Officer elections at the May meeting? At what stage of a Senator's term does a Senator get to vote – when they are newly elected or when they are leaving or both? And should Alternates get to vote?

Another topic is if a Senator takes a new job in a different division from what they represented, should they retain their Senate seat if there is an open seat in the new division? The Senate body needs to think about that relative to our processes and rules. We want to encourage those who want to serve.

Communications and Marketing Committee

Diversity Committee

Send volunteer information to Senator Martina Christie. Liz Johnston will be at the Senate meeting next month to discuss campus ADA issues.

Human Resources Committee

Leadership and Professional Development Ad-Hoc Committee

The Leadership Session held today went very well. The next event will be on Saturday, March 22nd from 8 am - 5 pm in the Heart Institute and will be on "The Professional Advantage: Sharpening Your Business Image".

Mandee will send out a survey to see what people are interested in for future topics.

Membership Committee

Rewards and Recognition

For the Health Walk, there will not be any sports events, but other items and vendors have been added. Senator Teresa reported that some have been having trouble with US Cellular and they should contact Teresa for information.

Scholarship Committee

Old Business

The winter break survey resulted in a 70% response. Of that, 90% responded in favor. 90% also were in favor of a similar schedule in 2015. Comments were generally positive. HR will work with staff hired later in the year who may not have time accrued.

Senator Martina commented about weather events and felt that adverse weather announcements sound like the University is protecting the students but employees are expendable. We need a better system because calling decisions on weather at 6:30 am is too late.

New Business

There was discussion about the need for staff to provide proof of immunizations for measles, mumps, rubella and tetanus, and whether there could there be a waiver? Karen Summerlin responded that there are issues regarding whether one is an employee or a student at the time. Faculty is not required to have the same immunizations.

Senator Mary reported that we are in the process of getting businesses to give discounts. If you frequent somewhere or know someone please let us know or you can contact them. There has not been a lot of success with franchises...they have separate rules. Senator Beth stated that some pushback from local businesses has been received because ECU has not paid them for other services.

Mandy stated that we are not allowed to contact our vendors. Senator Mary responded that we are just talking about local businesses and she would like to have something in writing. She wondered if there is a standard letter? Response was no but there is a generic donation letter. Senator Mary will forward what she has developed to anyone who wants it.

Announcements

Next meeting will be held on April 17th in the ECHI Auditorium.

The Chancellor's Luncheon on March 20th will be held in the MSC Great Room.

Adjournment

Motion to adjourn made by Senator David Forrest, seconded by Senator Penney Doughtie. **MOTION APPROVED.** The meeting adjourned at 4:52 pm.

Respectfully submitted,

Kim Higdon

STAFF SENATE MEETING ATTENDANCE

for March 13, 2014

EX-

OFFICIO

Present

Karen Summerlin	1
Amy Waters	1
Mandee Lancaster	1
Melissa Bard	1

ALTERNATES BY DIVISION

ACADEMIC AFFAIRS

PRESENT

A & F and CH - no alternates

0

ATHLETICS

<i>Harold</i>	<i>Robinson</i>	1
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HEALTH SCIENCES

<i>Bobbie</i>	<i>Harris</i>	1
<i>Beth</i>	<i>Bengala</i>	1

RESEARCH/GRADUATE

<i>Suhail</i>	<i>Guzman</i>	1
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STUDENT AFFAIRS

<i>Suzanne</i>	<i>McDonald</i>	1
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UNIVERSITY ADVANCEMENT

<i>Renee</i>	<i>Safford-White</i>	1
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TOTAL	6
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SENATORS BY DIVISION

ACADEMIC AFFAIRS

Cyndee	Mueller	1
Julie	Fowler	1
Kim	Higdon	1
Sherry	Bingham	1
Jeffrey	Netznik	1
Lu Ann	Sullivan	1 excused

ADMINISTRATION AND FINANCE

Kendra	Davis	1	
Penny	Doughtie	1	
Melissa	Eakes	1	
Woody	Edwards	0	excused
Garrett	Killian	1	
Becky	Preston	1	
Clinton	Smith	1	
Travis	Taylor	1	
John	Waters	1	

ATHLETICS

Greg	Pierce	1	
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CHANCELLORS

Derri	Stormer	1	
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HEALTH SCIENCES

Arlene	Bowling	1	
Paulette	Brown	1	
Martina	Christie	1	
Bill	Edwards	1	
Lisa	Graepel	1	
Nedra	Harris	1	
Judy	Havermann	0	excused
Tamara	McKeel	1	
Mark	Metcalf	1	
Rebecca	Gilbird	0	excused
Lisa	Ormond	1	
Cindy	Reaves	0	excused
Mary	Schiller	1	
Alicia	Simpson	0	excused
Teresa	Tripp	1	

RESEARCH/GRADUATE

Rick	Smiley	1	
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STUDENT AFFAIRS

Dave	Forrest	1	
Jennifer	Harris	1	

UNIVERSITY ADVANCEMENT

Tricia	Reidinger	1	
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