

Approved December 10, 2015

**EAST CAROLINA UNIVERSITY  
STAFF SENATE  
SPECIAL CALLED MEETING AGENDA  
November 18, 2015, ECHI Auditorium  
10:00 a.m. – 12:00 p.m.**

**Call to Order – Chair Lisa Ormond**

The Special Called Meeting was called to order at 10:04 am by Chair Lisa Ormond. Chair Lisa Ormond: Each campus senate is under the council of the UNC Staff Assembly but we all have the opportunity to act individually based on our concerns. There are things on the campus that we have a say in changing, and there are others that we do not. The Chancellor, BOG, and UNC-GA have pressured legislature for years to look at salary inequity. The Legislature are the people you vote into office that are in charge of granting salary increases across the board. ECU pays an 80% market rate, and this is not the case across other campuses. Even through state budget cuts, upper administration on this campus found a way to make sure employees are getting 80% market rate. When other campuses have seen multiple Reduction-in-force situations, this campus has kept RIF's low. Though the timing of the EPAF raise increase announcement seems a direct result of their recent resolution, the EPA raise has been in process for a while, and the timing happens to occur around when the Chancellor's raise was approved by the Board of Governor. The senate was then given the option to continue the meeting past the scheduled end time of 5:00 PM or they were given the option to table this discussion and hold a special called meeting at another time.

**Public Comment Period**

The meeting had a 45 minute window of time allocated for public comments. Krystal Gauthier and Kim Higdon were the time keepers for this meeting. Comments are requested to stay under 2 minutes. A one minute warning will be provided. There were a variety of issues commented on by staff members from across the University. The main themes mentioned today were:

Lack of pay increases: The cost of living is increasing, while pay stays the same.

Merit raises: No longer an option, hard work is not recognized nor rewarded.

New hires: New hires with less experience or education are being hired at equal or higher salaries of someone in a similar position, currently employed by the University.

Job descriptions are being changed and more work is being added without additional compensation.

Career banding: Needs improving or replacing, and at the very least it needs to be explained clearer. Managers think job descriptions shouldn't be revisited if there is not money to give to an employee for a change in job description.

Flex hours: Not available to all employees, even though this policy is stated on the HR website and personnel advertisements.

Parking: Not all lots are located in a safe place, not all lots are in optimal condition, parking stickers continue to increase while pay does not.

Employees are required to take an hour lunch but aren't parked close enough to be able to leave the campus.

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Earned vacation time: There are barriers to using earned vacation time in some departments. Goals are not adjusted when vacation is taken, creating a backlog of work.

Communication: Some employees state they do not have access to a computer, therefore no access to email and University announcements. They are not aware of the Staff Senate website, nor able to attend meetings.

Classism: Many employees feel this exists on this campus and it affects them – there is a large gap between employees and upper administration.

Manager concerns: Some managers lack respect towards their employees.

State Employment: There is a general lack of understanding about state employment and how raises are granted.

### **Roll Call – Senator Kimrey Miko**

A quorum was present at 62%

### **Staff Assembly Representative Comments**

Garrett Killian

Previous Chair of Staff Senate 2013-14

Currently on UNC Staff Assembly

The support at this meeting is great, and it would be awesome to get people to come to the regular meetings as well. We want to hear from you, not only when there is a hot issue but all the time. We need people to step up and be a senator or alternate.

2013 – A letter was sent to President Ross advocating for staff of UNC institutions.

2014 – A resolution was passed again asking BOG and President Ross to advocate for a pay raise. They all know we need raises, but unfortunately the legislature is in charge of our raises. This is not an isolated incident for ECU, be assured that this is taking place across all institutions in the UNC system.

Mary Schiller

Previous Chair of Staff Senate 2014-15

Constituents at all other 17 universities are dealing with reductions, and our Chancellor and Upper Administration have committed to doing the best they can to keep our jobs. Mary then asked for solutions to the problem, to which the overall response was requesting raises. The main problem is that people haven't spoken up in the past. We ask what people want us to advocate for and nobody responds.

### **Introduction & Discussion of Tabled Resolutions**

Chair Ormond then presented the tabled resolution from the November 12, 2015 meeting, as proposed by Senator Dawn King.

Robert Ables made a motion to amend the resolution, and presented the amended resolution to the Staff Senate.

Senator Jeremy Jordan seconded the motion to amend the resolution.

Various senators made suggestions to the resolution.

Kim Higdon motioned to approve as written.

Darrius Barrow seconded the motion to approve as written.

The motion to approve the resolution as written carried.

Robert Ables then made a motion to direct the Chair of the Staff Senate to read this resolution to the Board of Trustees at their November 20, 2015 meeting.

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Kim Higdon seconded the motion to direct the Chair of the Staff Senate to read the resolution to the Board of Trustees at their November 20, 2015 meeting.

**Adjournment**

The motion to adjourn was made and seconded. The meeting was adjourned at 12:04 PM.

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## Attendance

First Name	Last Name	Senator/Alternate	Division	Present	Absent	Excused
Amy	Eason	Alternate	AA			1
Trish	Goltermann	Senator	AA			1
Betsy (Hannah)	Brown	Senator	AA			1
Kim	Higdon	Senator	AA	1		
Cyndee	Mueller	Senator	AA	1		
Heather	Siebert-Racine	Senator	AA	1		
Jeremy	Jordan	Senator	AA	1		
Keith	Thomson	Senator	AA	1		
Penney	Doughtie	Alternate	AF	1		
Patrick	Clark	Senator	AF	1		
Michael	Hale	Senator	AF	1		
Robert	Ables	Senator	AF	1		
Brock	Jones	Senator	AF	1		
Dawn	King	Senator	AF	1		
Catherine	Stephenson	Senator	AF		1	
John	Waters	Senator	AF	1		
Arielle	Harper	Senator	AF	1		
Billy	Long	Senator	AF		1	
Todd	Inman	Senator	AF	1		
Jackie	Daniels	Alternate	AT		1	
Sam	Saunders	Alternate	AT		1	
Harold	Robinson	Senator	AT			1
		Alternate	CH			
		Alternate	CH			
Kimrey	Miko	Senator	CH	1		
Lauren	Cherry	Alternate	HS			1
Debra	Mercer	Alternate	HS	1		
Lisa	Ormond	Senator	HS	1		
Lisa (Marie)	Lalla	Senator	HS	1		
Ann	Wall	Senator	HS	1		
Loretta	McDaniel	Senator	HS	1		
Karan	Roblin	Senator	HS			1
Patrick	Everett	Senator	HS	1		
Andrea	Bristol	Senator	HS	1		
Rhonda	Nord	Senator	HS			1
Kristal	Gauthier	Senator	HS	1		
Jackie	Masterson	Senator	HS	1		

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Nedra	Harris	Senator	HS	1			
Kelly	Dilda	Senator	HS			1	
Diann	Jones	Senator	HS	1			
Debbie	Hathaway	Alternate	RG			1	
Sierra	Fountain	Alternate	RG	1			
Suhail	Guzman	Senator	RG	1			
Darius	Barrow	Alternate	SA	1			
Nadirah	Pippen	Alternate	SA			1	
Suzanne	McDonald	Senator	SA	1			
Justin	Janak	Senator	SA			1	
Emily	McLamb	Senator	SA		1		
Patricia	Simpson	Alternate	UA	1			
Karen	Whitehead	Alternate	UA		1		
Katie	Fulcher	Senator	UA	1			
EX-Officio Members							
Mary	Schiller	Past Chair	HS	1			
Toya	Jacobs		OED	1			
Amy	Waters		OED		1		
Melissa	Bard		HR	1			
Karen	Summerlin		HR		1		
				Total Counts	31	8	10

Quorum Needed

62

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## Resolution #15-16

### Staff Senate Resolution #15-16

#### Resolution on Staff Salaries and Inequity

**Whereas**, the mission of the East Carolina University Staff Senate is to promote communication between SHRA, EHRA non-faculty, and CSS staff and the administration of East Carolina University as well as when appropriate, faculty and students;

**Whereas** the responsibilities of the Staff Senate are: 1). To serve as liaison between the staff and the Chancellor, Board of Trustees, Faculty Senate, Student Government Association and UNC Staff Assembly; 2). Review policies, rules, regulations and procedures and make recommendations regarding the interests/concerns that affect East Carolina University Staff; 3). Assist in the communication of issues and activities affecting staff members; 4). Promote participation in the East Carolina University community through its support of University activities and community service projects; and 5). Encourage a sense of community among all University employees;

**Whereas**, the East Carolina University Chancellor has received a substantial pay raise as a result of a market salary study;

**Whereas**, the East Carolina University EHRA Faculty and non-Faculty have received notification of an impending pay raise, and will soon receive the report of the Faculty Salary Equity Study;

**Whereas**, inflation from 2008 – 2015 has eroded the value of the dollar by 10%, equating to a 10% pay cut for employees since 2008;

**Therefore, be it resolved**, the East Carolina University Staff direct the ECU Staff Assembly Delegates to make a motion to the full Staff Assembly to aggressively advocate for a market study and funding to rectify current salaries and maintain over a period of years to compensate for inflationary erosion, for ECU and North Carolina SHRA/CSS, and EHRA non-faculty Staff pay raises in the 2016 North Carolina Legislative session;

**Be It Further Resolved**, the East Carolina University Staff respectfully requests the continued support of the University Chancellor, Vice-Chancellor, and Board of Trustees to continue to advocate for much needed pay raises for ECU and North Carolina SHRA/CSS, and EHRA non-faculty employees.

Date Approved by the Staff Senate: November 18, 2015



Lisa Ormond, Chair, Staff Senate