

Approved February 9, 2016

**EAST CAROLINA UNIVERSITY
STAFF SENATE MEETING AGENDA
ECHI Auditorium
January 14, 2016 | 3:00 – 5:00 p.m.**

Call to Order

Chair Lisa Ormond called the January 14 Staff Senate meeting to order at 3:05 pm.

Roll Call – Senator Kimrey Miko

A quorum was present.

Speaker

Nkaze Chateh Nkengtego

Office for Equity & Diversity

Director of Conflict Resolution & Mediation Programs

Conflict is an expressed struggle between at least two independent parties who perceive incompatible goals, scarce resources, and interference from others in achieving their goals.

85% of employees in the USA experience conflict, these employees spend at least 3 hours a week dealing with conflict.

Informal conflict resolution is any process outside of litigation or any established formal grievance process whereby disputants, with the assistance of a neutral third party, arrive at a mutually satisfying outcome.

The services offered by this office include: mediation, facilitation, conflict coaching, skills training, and meeting facilitation.

The benefits of the informal conflict process far outweigh the benefits of the formal grievance process.

Nkaze's contact information:

Old Cafeteria Building, Suite 2213, Mailstop 104

Phone: 737-5236

Email: nkengtegon15@ecu.edu

Approval of Minutes – Senator Kimrey Miko

December 10, 2015

Loretta McDaniel motioned to accept the minutes, Robert Ables seconded. Minutes from December 10 were approved.

Executive Committee Comments

Chair – Senator Lisa Ormond

The letters to ECU employees currently earning below 85% of market rate were sent out the first week in January. The increases will begin with the pay checks released to campus on January 15, 2016. Information on market rate for all positions at ECU can be located via the Class & Compensation website, accessible by the Human Resources page.

http://www.ecu.edu/cs-admin/HumanResources/Classification_Compensation.cfm

The resolution voted on by the ECU Staff Senate in November 2015 was submitted to Staff Assembly and discussed during their December meeting. The Assembly was not able to hold a vote on the resolution because a quorum was not present. Several

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other universities in the UNC System: Appalachian State University, Western Carolina University have produced similar resolutions, while other universities in the UNC System are being urged to follow suit. The Staff Assembly Executive Committee met recently to compose a letter on behalf of the Staff of the UNC System. 2016 Centennial Awards committee – This committee is looking for two Staff Senators to serve on the committee. If interested in participating on the committee, senators are urged to contact Chair Ormond and she will forward their information to the committee.

Chair Ormond introduced two new Staff Senators from the Administration & Finance Division: Shalin Hale and Robin Mayo.

Chair – Elect – Senator Kristal Gauthier

Senator Gauthier is currently working on scheduling meetings between Vice Chancellors and Staff Senators in each division.

SEANC is having a vendor fair on February 9. The first 100 people through the door will get free lunch provided by SEANC.

Secretary – Senator Kimrey Miko

Senators are reminded to upload all documents from committee meetings to Sharepoint. Uploading documents from this year's meetings will be especially helpful for senators in the future when working on committees. Uploading is a simple drag and drop process and it only takes a second to accomplish. If there is anyone that needs assistance with this, Kimrey is happy to help.

Treasurer – Senator Robert Ables

State Account - \$2,354.22

Chancellors Discretionary Fund - \$1731.48

Children of SPA Expendable - \$1,734.06

Gail Jordan Scholarship Expendable - \$2,161.53

Committee Reports

By-Laws Committee

The committee is continuing to work on revisions and finalizing the new bylaws document. The committee is going through last minute changes of the new bylaws document and they hope to get the new document out to all senators for review within the next month. Senators will need to take time to review the document. The committee hopes to have a final vote on the new document in the March meeting.

Communications & Marketing Committee

New Pirate Perk – Crave Restaurant – 15% off with valid ECU ID

New pirate perk for new employees – Campus Recreation & Wellness - New employees get free membership for 1 month.

Diversity Committee

The committee is currently in the midst of Diversity Week. The Diversity Committee held a table on Wednesday, which was well received and appreciated by students

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and faculty. The next Diversity event in January is an MLK Speaker. This is a ticketed event and tickets are available through Mendenhall Central ticket office.

Human Resources Committee

Senator Harper presented the final draft of the Staff Emeritus program to the Staff Senate. This has been vetted by the HR committee with the Staff Senate, Human Resources, and the document is currently undergoing a final round of reviews and changes. The goal is to get this passed so it can go into effect in May when next year's Staff Senate comes together.

The committee is also working on scheduling the HR forum for Spring 2016.

Senators are asked to begin gathering questions from their areas so the committee can get them to Human Resources for presentation at the forum.

Rewards & Recognition Committee

The committee recently determined the dates of Staff Appreciation Week (April 18th to 23rd). Discount tickets will be offered to a home ECU softball game and an ECU baseball game. Discount ballgame tickets to a softball game and a baseball game. More information is forthcoming about that. There are new staff appreciation events coming up this year in addition to the previous events they have held in the past.

Scholarship Committee

The committee is meeting this month on January 26 to learn how to use Academic Works, the application the University is using for all scholarships.

The Spring 2016 Scholarship Fundraiser has been scheduled – The Speculations Band will play at Wimpies Seafood on Sat. March 12 and they will solicit donations from the crowd. 100% of those donations will go to the two scholarship funds.

Membership Committee

Staff Senate nominations will open up January 15 and run through February 3. Senators are encouraged to spread the word to their fellow staff members about joining Staff Senate.

Leadership & Professional Development Committee (Ad-hoc)

Currently working on the results from the handouts the committee presented to the Senate at last month's meeting. They are also in the planning stages for a new leadership workshop.

Chancellor's Cup Golf Tournament Committee

The committee met the previous week and they are still awaiting information from Staff Assembly regarding the location of the tournament. The committee's meeting last week was a general meeting to prompt members to think about possible sponsors they could solicit on behalf of ECU.

Old Business

No old business for consideration.

New Business

Adverse Weather Policy

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This policy is for the UNC-System specifically. It replaces the policy set forth last year for the State. It gives more freedom to the Chancellor and campus to make decisions about campus and weather related stuff.

The new policy includes 3 condition levels – reduced operations, suspended operations, and closure. These levels are further clarified in the new policy, available at:

http://www.ecu.edu/cs-admin/HumanResources/Policies_and_Procedures.cfm
(Adverse Weather & Emergency Event Policy)

This policy is more understandable, makes it easier for most people on campus to understand.

The former policy stated employees have 12 months to make up missed time due to adverse weather. The new policy gives employees 90 days to make the missed time up, all with supervisor approval.

Full University closures are extremely limited by this policy. Reduced operations and suspended operation levels are more likely to be used by the University in weather related situations.

Announcements

STAFF SENATE WEBSITE: www.ecu.edu/staffsenate

STAFF SENATE EMAIL: staffsenate@ecu.edu

NEXT STAFF SENATE MEETING: **Tuesday** February 9, 2016 3:00 – 5:00 pm
ECHI Auditorium

CHANCELLOR SEARCH WEBSITE:

<http://www.ecu.edu/cs-admin/creativeservices/SearchCommittee/>

Adjournment

The January 14 Staff Senate meeting was adjourned at 4:20 pm. Kim Higdon motioned to adjourn and Suzanne McDonald seconded.

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Attendance

First Name	Last Name	Senator/Alternate	Division	Present	Absent	Excused
Amy	Eason	Alternate	AA	1		
Betsy (Hannah)	Brown	Senator	AA	1		
Kim	Higdon	Senator	AA	1		
Cyndee	Mueller	Senator	AA	1		
Jeremy	Jordan	Senator	AA	1		
Keith	Thomson	Senator	AA	1		
Penney	Doughtie	Alternate	AF	1		
Robin	Mayo	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		
John	Waters	Senator	AF	1		
Arielle	Harper	Senator	AF	1		
Billy	Long	Senator	AF		1	
Todd	Inman	Senator	AF	1		
Shalin	Hale	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			
Darrius	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	Nonie Garcia	HR			1	
Karen	Summerlin		HR	1			
				Total Counts	37	7	4

Quorum Needed

75.510
2

** Ex-Officio members are not allowed to vote and aren't included in the quorum formula.