

September 8th, 2016

APPROVED

**EAST CAROLINA UNIVERSITY
STAFF SENATE MEETING MINUTES**

August 11, 2016

3:00 p.m. – 5:00 p.m.

ECHI Auditorium

Call to Order – Chair Kristal Gauthier

Meeting called to order at 3:00pm

Roll Call –Melissa Eakes

Roll was called; Quorum was present.

Approval of Minutes – Melissa Eakes

1st Jackie Masterson 2nd Suhail Guzman

Executive Committee Comments

Chair – Senator Kristal Gauthier

Welcomed New Staff Senators – Zoe Yetman, Andy Russell, and announced alternate seat in A&F. LuAnn Sullivan is now the Staff Assembly Delegate Alternate, replacing Brian Clark.

The Citation Appeals committee requesting 1 staff senator representative; please email Kristal with suggestion, meet 2nd or 3rd Wednesday of each month, starting in September.

Staff Assembly delegates attended Staff Assembly last week (August 2nd) and reviewed the Salary Compensation update. There will be an 1.5% increase across the board, will show up on the August 15th check (includes staff and faculty). Staff will receive the raise first, faculty will be later. There is no available timeline for the one-time (0.5%) bonus. 1% Merit raise criteria hasn't been defined and will more than likely be based on performance rating. Keisha Brown, from Human Resources is seeking defined characteristics.

K. Gauthier sent out a Qualtrics Survey on whether the Staff Senators would like to discuss HB2 in a future Staff Senate meeting. The votes were tallied and majority voted that "no" we do not need to discuss this topic.

An email was sent out from Bill Bagnell on bathroom signage changing. Single stall restroom were changed to unisex bathrooms and some concerns were shared that campus is seeing limited access to bathrooms "centralized" for women. Some buildings have men and unisex, but no women.

Founder's Day in the past has been on Reading Day; the structure of the ceremony will change in 2017, this year it will be after hours.

Treasured Pirate Program – more opportunities for recognition and appreciation. Suggestions were given to update gift catalog and have the Marketing & Communication Staff Senate committee help market this program. Senators also suggested to have the option of the gifts being delivered, since parking is a hassle on campus. Other suggestions included to simplify the nomination form.

University Wellness Committee – proposing a policy that smoking must take place at least 100 feet away from campus building. Of all of the UNC Campuses, this is the furthest distance. Current policy is suggested to be changed to include smokeless cigarettes, to make us a tobacco-free campus. Senator Dawn King suggested to talk

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to whoever is enforcing this policy, as the committee is made up of both campuses (SRC, Student Health, Health Campus, BSOM). The policy doesn't provide clarity in regards to smoking areas (areas (is bus stops considered a building or location)).

Chancellor's Cup Golf Tournament – May 17, 2017 – Tobacco Road Golf Club (Sanford, NC). 100% representation from all UNC system schools - \$32,000 profit Janet B. Royster Scholarship Fund (Scholarship for staff for any UNC System schools).

K. Gauthier reminded senators that at our next Staff Senate meeting we will have a group photo taken. Please wear your Staff Senate shirts. Please arrive promptly at 3pm for photo. We have 3 speakers scheduled for the September meeting, and need to keep the meeting on schedule.

Chair – Elect – Senator Kimrey Miko

Reminded Senators of the Pirate Boarding Crew – Thursday, August 18th from 9pm – 12pm.

Secretary – Senator Melissa Eakes

No Comment

Treasurer – Senator Todd Inman

State Account - \$2500

Discretionary – \$1910.71

Children's of SPA - \$3526.03

Gail Jordan Scholarship - \$3436.05

New Business

Committee Reports

By-Laws:

Senator Arielle Harper reviewed the committee goals. Go over proposed provisions, invite Melissa Bard/Kitty Wetherington over Staff Senate Authority, and participate in 1 service project.

Communication/Marketing:

Senator Anna Logemann updated on the committee goals, the committee will add a page to Staff Senate website for the Staff Emeritus Program, review Pirate Perks, and expand awareness of the Staff Senate Facebook and Blog.

Diversity:

Senator Nedra Harris reviewed the goals of the Diversity Committee: review safe zone/green zone, Toya Jacobs will give refresher course at the November meeting, and the committee is selecting a community service activity for either November or December.

Human Resources:

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Senator Tisha Nelson reviewed the committee goals to work with Staff Recognition Program to clarify process/procedures, to hold two forums in fall and one in spring (staff development, completion of HR certificate, and staff health plan, lack of diversity within the department, education benefits) and possible community service ideas.

Rewards & Recognition

The committee hasn't held the first meeting, will meet September 17th

Scholarship:

Senator Nadirah Phippen reported on goals, breaking down committee on fundraising and scholarship recipient panels. Fundraising for Gail Jordan as well, not just SPA. The committee is looking into the fall fundraisers and Wimpies in the spring. The committee is working on marketing scholarships to the staff and how to properly fill out the form.

Membership:

Senator Amy Eason reported that the committee met August 2nd and established goals in July, at August meeting we set timeline for spring timeline for voting, nominations, etc. and how to track absences of Senators.

Leadership & Professional Development (Ad-Hoc)

Met and planned to bring speaker to Staff Senate in October. The committee also finalized Ballard for BALL (Ballard's Annual Lessons in Leadership).

Committee secretaries should be taking minutes from the meetings, goals, agendas, please upload to SharePoint.

Speaker at 4:00PM

Dr. Paul Cunningham (Dean of BSOM) – “Project Unify” Update

Dr. Cunningham spoke on how he has been a part of the school for 30 years, Dean the last 8 years and he sees “Project Unify” as a natural progression. In 2008 ECU Physicians lost \$14.2 million dollars. The Dean had been fired, so was the VC of Health Sciences. Reality had caught up with the medical school, state had progressively reduced funding over the years. The school has to be able to recruit qualified doctors, and those doctors come in expecting a certain salary. The mission of medical school is stated to be impossible: create primary care doctors to come back and serve the rural NC. Under represented high school in NC and make them doctors. BSOM providers are the one servicing Vidant Medical. All ICU units are run by the Brody faculty. Dr. Cunningham spoke about how UNC-Chapel Hill has an entity/organization with the hospital, just as Project Unify intends to have with Vidant Medical. The governing board has to figure out how to get the funds to follow to cover all the cost. This concept has been on the table for dialogue for years, even before Dr. Cunningham came on as Dean in 2008. In 2008, BSOM was seeking more money from the state to expand the medical school. In 2008, BSOM went from 72 students to 80 and the school was supposed to go to 120 students. The school needs strong relationships and partnerships to continue to grow/support.

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Senators asked Dr. Cunningham

Arielle Harper asked– “what can we as staff members do to help in the efforts of Project Unify?” Dr. Cunningham responded with, “To understand everything on the project, how we got here, etc., you have to keep doing your jobs to your best ability, keep on keeping on.” We can’t stop, we have to move forward, help Dr. Cunningham understand what you (as employees) need to be a successful employee in this situation.

Rhonda Nord asked – “what type of board/organization is there that is making these decisions?” Dr. Cunningham responded that there is an organization formed with a governing board, Associated Entity, for the benefit of the University. The entity has the ability to conduct business different than the state. The entity is a function of Vidant, because Vidant has the ability to help fund this organization. The governing board has signed the “paperwork”, but the structure needs “flesh”. What is necessary to make the organization successful? Dr. Cunningham commented on all of the components needed to make the “flesh” of the structure - Physician component, operational groups, funding flow area, Pediatrics/Emergency area, more efficient health records and billing system, Rhonda Nord’s 2nd question if at least 1 or more staff members of SPA/CSS will be sitting on the board. Dr. Cunningham noted that the board is maxed at 11 people, however the board is seeking guidance from individuals, then the board takes in all the details, analyzes and moves forward with the decisions.

For the Staff voice to be heard, Kristal Gauthier will be in contact with Lisa Hudson, who is the lead on the HR side of the project.

Project Unify has a website that is updated every Friday at noon (www.projectunify.org).

Dr. Cunningham stated that the employees should expect to be paid appropriately, your work should be valued appropriately, we all strive to come to work, get the job done, serve citizens of the region. Dr. Cunningham reminded that employees have a need to want – explain where we are going with Project Unify, how are we going to do it, etc. and the employees still have a choice.

Announcements

NEXT STAFF SENATE MEETING: Thursday, September 8th ECHI Auditorium

BOARD OF VISITORS MEETING: Friday, September 2nd Murphy Center

BOARD OF TRUSTEES MEETING: September 29th & 30th, 2016 – Murphy Center

September 29: Committee meetings, September 30: BOT Meeting starts at 9 am

For full meeting information, visit: www.ecu.edu/bot

Adjournment

Motion to adjourn:

1st Sam Saunders; 2nd LuAnn Sullivan

Adjourned at 4:48pm

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First Name	Last Name	Senator/Alternate	Division	1	Absent	Excused
Betsy	Cristicello	Senator	AA	1		
Amy	Eason	Senator	AA	1		
Kim	Higdon	Senator	AA		1	X
Cyndee	Mueller	Senator	AA	1		
Shandawn	Simmons	Senator	AA	1		
LuAnne	Sullivan	Senator	AA	1		
Roshanda	Blackmon	Senator	AA	1		
Renita	Harley	Alternate (1)	AA	1		
Anna	Logemann	Alternate (2)	AA	1		
Brian	Davis	Senator	AF	1		
Melissa	Eakes	Senator	AF	1		
Arielle	Harper	Senator	AF	1		
Todd	Inman	Senator	AF	1		
Dawn	King	Senator	AF	1		
Billy	Long	Senator	AF		1	
Robin	Mayo	Senator	AF		1	X
Kara	Ousley	Senator	AF	1		
Bobby	Tuggle	Senator	AF	1		
John	Waters	Senator	AF		1	X
Andy	Thomas	Alternate (1)	AF		1	
VACANT	VACANT	Alternate (2)	AF			
Jackie	Daniels	Senator	AT		1	X
Sam	Saunders	Alternate (1)	AT	1		
Darlene	Perry	Alternate (2)	AT	1		
Kimrey	Miko	Senator	CH	1		
Lori	Lee	Alternate (1)	CH		1	X
Andrea	Bristol	Senator	HS	1		
Kelly	Dilda	Senator	HS		1	
Shelby	Donnelly	Senator	HS	1		
Patrick	Everett	Senator	HS		1	X
Kristal	Gauthier	Senator	HS	1		
Nedra	Harris	Senator	HS	1		
Lisa	Hodges	Senator	HS	1		
Diann	Jones	Senator	HS	1		
Jenna	Lindsay	Senator	HS	1		
Jackie	Masterson	Senator	HS	1		

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Debra	Mercer	Senator	HS	1		
Tisha	Nelson	Senator	HS	1		
Rhonda	Nord	Senator	HS		1	X
Penny	Potvin	Senator	HS	1		
Amy	Sweers	Senator	HS	1		
Yvonne	Daniels	Alternate (1)	HS	1		
Zoe	Yetman	Alternate (2)	HS	1		
Suhail	Guzman	Senator	RG	1		
Cheryl	Walters	Alternate (1)	RG	1		
Sierra	Fountain	Alternate (2)	RG	1		
Justin	Janak	Senator	SA		1	X
Jeremy	Jordan	Senator	SA	1		
Nadirah	Pippen	Senator	SA	1		
Hannah	Jessup	Alternate (1)	SA	1		
Darlene	Langley	Alternate (1)	SA	1		
Katie	Fulcher	Senator	UA		1	X
Patricia	Simpson	Alternate (1)	UA	1		
VACANT	VACANT	Alternate (2)	UA			
EX-Officio Members						
Lisa	Ormond	Past Chair	HS		1	
Toya	Jacobs		OED		1	
Amy	Waters		OED		1	
Melissa	Bard		HR		1	
Karen	Summerlin		HR		1	
Keisha	Brown-Fuller		HR	1		
Dan	P.		HR	1		
Staff Assembly Delegates						
LuAnn	Sullivan			1		
Amy	Eason		AA	1		
Total Counts				40	12	0
Quorum Needed				76.92308		

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