

EAST CAROLINA UNIVERSITY
STAFF SENATE MEETING
Thursday September 14th, 2017
3:00 p.m. – 5:00 p.m.
ECHI Auditorium

Call to Order – Chair Kimrey Miko

- Called to order at 3:01pm
- Shelby Donnelly made a motion to suspend the bylaw that only allows senators to speak to allow our guests to speak during the Project Unify presentation and question/answer session
 - Amy Eason seconded
 - 19 voted yes – motion passed; 0 no votes

Presenter

- Al Delia – Director of Health Access at the Brody School of Medicine
- Dr. Mark Stacy – Dean of the Brody School of Medicine
 - **Project Unify Presentation**
 - Al Delia: Why are we doing this? What we are doing is not something new, it is not something that has never been done before – it is done across the country. UNC Health Care and Carolina Health Care are integrating themselves as well. We are changing the way we do business, the way we provide for our patients at Brody, to be to provide the best health care to the patients of Eastern NC, the provide the best medical education for our students and Brody, improve our ability to do research.
 - **Questions:**
 - As your moving towards this marriage, I stand before you with several questions
 - **Question:** The benefit structure between the 2 organizations are vastly different, the state pay was lower, but made up in the benefits. The pay at Vidant is more but benefits are less, average of 12 days less per employee. Health insurance will now cost on average \$1000/year for the 70/30 equivalent, instead of being free. Concerned of the lack of a risk policy.
 - **Al Delia:** benefits policy – any service time you have with the state of NC, that will be credited for the purposes of the rate of earning – you will get credited your years of service (maximum of 14 years). If you move over with 14 years of service, you will immediately start earning benefits at the 14 years of service level with Vidant – apply to time off, retirement matching. Health benefits are different, but all Vidant employees receive 50% discount on health care services at any Vidant health reacted clinic. The board of directors (6 appointed by Vidant, 5 appointed by ECU and 1 Ex-Officio – Chancellor Staton) will determine what is best for ECU because this is an associated entity. Will also research the market rate they pay employees – could be more or less. Vidant has the majority of the voting members because ECU is a public institution and they cannot assume responsibility of another entity and use any funds to help it. The risk policy will still be in effect. We will pay some kind of incentive for employees who want to change on day one from ECU to this new entity, but forgo the risk rights unless you agree to have them taken away in exchange for something else.
 - **Question:** employees that want to stay with ECU until their next milestone – what is the protocol for that?

- **Al Delia:** milestone at 5, 10, and 20, 25, etc. – none at 15 years. Sometime in 2018 when the marriage goes through, if you are close to a milestone, you can stay with ECU until you reach that milestone you are close to. You would continue to accrue your leave, pay, etc. The agreement says that once you reach that milestone, you may be offered the same job at the new entity (Vidant). You would be a contract employee through this new entity – stay an ECU employee. But things can change in that time frame, which is why it says you may be offered.
- **Question:** why can they not treat all ECU employees as contract employees to let us stay as state employees?
- **Al Delia:** that would not allow us to do what we need to do – it would basically be the same way it is now and would allow us to move forward – not a model that would allow us to weather the financial strains that can come in the future and increase the services we can offer (more students, etc.).
- **BSOM Dean:** this would put the entity and moving forward at risk as we would lose money, etc.
- **Question:** can you stay if you are between 10 and 20 years?
- **Al Delia:** if you are between 10 and 15 years then you cannot stay; would need to be between 15 and 20 to stay. You would need to move over to the new entity or find another job within the University or another employer.
- **BSOM Dean:** we understand state benefits are important and if you want to stay we would help you find another job with the state but it may be a different department and position.
- **Question:** tell me how it is not a buyout?
- **Al Delia:** it is not one because we are not exchanging a payment and walking away. We are getting a check, but it is a merger. Will write a check for \$35 million – one time mission support payment to continue the mission. When we integrate we will be part of the same system. Each year we will get mission support payments, may get more or less. Ensures a fund flow to ECU that we cannot get now. Will have more cash flow into BSOM to support and promote the mission.
- **Question:** all the people making the decisions do not have a stake in it. Huge lack of transparency.
- **Al Delia:** we have to figure it out as we go along meaning we do not have all the answers as we start – somethings will be decided as they go along.
- **BSOM Dean:** our transition will be abrupt, because we have not done anything for a while – we are behind somewhat. I understand being upset about taking away your designation as a state employee. With this merger we will be able to better manage physicians, better quality of care across the board. Will help the community as it will allow us to have a continuity across the board. We are trying to find the best way possible to move forward.
- **Statement:** mergers happen all the time and you were not given advanced notice you were told after it was done. Most prudent way to manage the problems with BSOM and keep up the great care at the hospital. It is scary, but necessary – in the long run it will work out.
- **Question:** does retirement accumulation start back over at the first year if you transfer with 13 years or so. Will all Vidant employees be in the same boat?
- **Al Delia:** Vidant employees are in the same boat, will see less shake up though. When you transfer on day one, you start at what year of service you left the state with – i.e. 13 years at ECU, start at 13 years for accrual at Vidant (time off, etc.). For retirement, Vidant has a defined contribution plan. You pay X amount and Vidant will match at a rate dependent on your years of service. It is a 401K and it is yours when you retire. Most companies are doing it this way.

- **Question:** how are we going to stem the problem of physician turnover rate?
- **Al Delia:** the Board of Directors in this new entity and will determine what is market base for all employees – to make it competitive so people do not leave. We are competing with people from all over the US. Market based compensation will have to be competitive to recruit and retain employees. Pay them roughly 25% less for our physicians on average – this merger will allow us to be more competitive for the pay.
- **BSOM Dean:** we have a lot of pride in this town, we need to restore this culture/pride in order to keep them in this town. Will work to build this hospital and medical practices so you do not have to go to Raleigh, etc. for treatment. We have to recruit our own – the medical students.
- **Al Delia:** one reason we are doing this is for our residents of ENC, the second reason is for our BSOM students.
- **Question:** is there a risk that the state legislature will accelerate getting rid of state support to BSOM since they see the more money coming from the entity. Muddying the waters between ECU and Vidant?
- **Al Delia:** this is not a substitution of state funds, but an addition to them as they have been decreasing every year. There is always a risk, but keep talking to your legislatures to let them know this is not to replace state support. May be likely that we will get more money from the state since were doing something positive. Did a study of where people in ENC got their medical care from. Main answer was from Greenville, not ECU, not Vidant etc. So the waters were already muddy. We want to do this in a coordinated fashion as the waters will always be muddy.
- **Question:** will ECU and Vidant always be a merger?
- **Al Delia:** agreement is for 30 years and auto renews after that unless they come together and decide to part ways after 30 years. Creating a new company who will manage all the employees. What happens if we decide in 5-10 years we don't want to do this anymore? Vidant would have to pay ECU up to \$100 million dollars if they decide to get out of this integration. Brody would then decide what to do after that.

Approval of Minutes – Anna Logemann

- **August 10th, 2017 Minutes**
 - Any changes? None
 - Motion to approve: Joel Stocks
 - Second: Kara Ousley
 - Everyone approved; no one voted no

Executive Committee Comments

- **Chair – Kimrey Miko**
 - Faculty/staff appreciation football game – 9/30/17:
 - Attend the Pirate Walk with staff senate shirts
 - Promote the event on FB page
 - Buy tickets
 - Game sponsor handing out promotional items at the gate
 - Students host the no quarter flag, offered us to join in on that
 - On field promotions during break
 - Race against clock to name as many items in a specific category versus how many a player named
 - Race against the clock to assemble an on-field logo (put it together)
 - Kimrey emailing all of these ideas out

- \$10 tickets that day for all faculty/staff
 - SHP annual enrollment starting soon
 - Info sessions offered through benefits offered – promote them – sent dates out in email through ECU Official
- **Chair Elect – LuAnn Sullivan**
 - None
- **Secretary – Anna Logemann**
 - Please sign in if you came in late – sign in sheet is on the front row at the end by the podium
 - A link to submit your volunteer hours was sent out – please submit any volunteer hours you wish via this link
- **Treasurer – Todd Inman**
 - State: \$2492.28
 - Discretionary: \$96.91 – missing money still, it is coming though
 - Children of SPA Scholarship: \$2790.94
 - Gail Jordan Scholarship: \$2659.39

New Business

- Cally Edwards – Executive Director with American Red Cross of Northeastern North Carolina
 - Ways to help Hurricane Harvey and Irma victims
 - Serves 20 counties
 - Helps with house fires – they go to 5-8 house fires a night in ENC
 - Harvey – sent a number of resources and volunteers down to Texas – 87 volunteers and some of their emergency response vehicles – did not send them all because they knew Irma was coming
 - Matthew was level 6 event; Harvey is level 7; Irma was just as powerful but kept moving along
 - ENC RC is not equipped to handle large events
 - Have been moving resources down to Florida
 - RC will be working for a while to help these people rebuild from Harvey and Irma
 - Use a lot of ECU students as volunteers and interns in their office
 - Encourage you to reach out to the RC to make connections and find ways to help
 - ECU is the second highest university on the east coast that collects the most blood pints – 2600 blood pints a year; Penn State is #1 – we are close behind them though
 - Mia Thompson – what can be collected for donations? When?
 - In the first few days of a disaster is not the time for the food, waters, etc.; those donations can get in the way of the response. Wait and learn about what is needed and identify where it is going to go/needs to go, then jump into action.
 - Used clothing is almost never helpful
 - New items, non-perishables and items that they (community affected) identify as the need are helpful
 - When the community has had time to set up a distribution center then it is time to take stuff
 - The shelters are for people but these goods get in the way of people being able to stay there.
 - If you bring used clothes, it can be contaminated and cause the shelter to have to be evacuated and fumigated.
 - How am I going to collect it? How am I going to get it there? Where is it needing to go?
 - Do not assume the local RC, Salvation Army, etc. can help you get it there.
 - Once you answer the 3 questions above, then you can jump into action.

- Items are good, but can cost a lot to ship it there. So if you donate money, they can buy in bulk in the location to avoid the shipping costs, etc. Red Cross can do so much more with your money than you can.

Committee Reports

- **By-Laws** – Amy Sweers
 - The By-Laws Committee met on Aug 15th to continue our discussion concerning recommendations for revisions to Article IV and will meet again on Thursday, Sept 21st at 2:00. We hope to have the final version done and ready for review by the Staff Senate in October.
- **Communications and Marketing** – Robin Mayo
 - We have decided on a new layout for the Staff Senate website and have assigned pages to being work. If any committees have a specific request for something specific on their committee page, please contact Robin Mayo. This process will take some time to complete but we hope to have a product we can present to the Senate before the end of the year and go live in January, even if additions continue afterwards.
 - Kimrey has assisted us in working with Creative Services to update the Staff Senate video. Those updates will occur and be ready for our review by November.
 - We requested information from each of the division contacts who review the Treasured Pirate nominations and asked them to answer some questions regarding their division's approach to the program. Of the responses received the program is handled very inconsistently across campus. HR has reached out to discuss either a significant overhaul of the program or to start fresh with a new program. There is a meeting scheduled for later this month. If anyone has any ideas on improvements, please send them to Robin Mayo.
 - An email was sent to each committee chair inviting them to communicate and collaborate with our committee so that we can market or promote their initiatives and accomplishments. We've only heard from one committee so far and we encourage committees to keep us in mind as the year progresses.
 - Scholarship Committee joined our meeting and there was productive discussion about fundraising, marketing the scholarship for applicants and donors. More information coming soon regarding a restaurant spirit night.
 - There was discussion of Staff Senators volunteering at one of the Freeboot Fridays to serve the community. Also, there was discussion about the Scholarship committee learning about getting a booth/table to promote scholarship/Staff Senate and being able to secure donations.
 - A Qualtrics survey was developed and implemented for senators to submit their volunteer hours each month. If you need this link please contact Anna or Robin Mayo.
 - Pirate Perks is a program that is not as productive or beneficial to the ECU community as it once was aspired to be. Committee is considering suspending the official program. Local retailers will still likely offer discounts regardless of this program existing. We no longer have the decals that are currently mentioned in the video.
- **Diversity** – Alexis Moyer
 - Meet and Greet for Diversity
 - Diversity photo database
 - Sponsor a Green Dot training
- **Human Resources** – Shelby Donnelly
 - Hope Lodge January 17th—menu, cost, time
 - We discussed menu ideas and costs. Group decided to have Keisha price the menu items for the next meeting, at which time we will determine how to raise the funds to cover.
 - Treasured Pirate

- Gift Delivery?
 - Discussed the possibility of each unit delivering the gifts on a monthly basis. This would involve all Senators, not just HR Committee.
 - Work with other committees to spread the word:
 - Shelby will discuss ways to help with getting the word out with Communications and Marketing Chair.
 - Forum ideas:
 - Discussed a “Did you know?” forum where we would invite the counseling clinics, massage therapy group, campus recreation and wellness, dermatology skin cancer screenings, and other self-care possibilities available on campus. We would have a general discussion and then breakout sessions for each area of service. Discussion to be continued at next meeting.
- Employee Emergency Assistance Fund Discussion
 - Tabled until their next committee meeting
- **Rewards and Recognition** – Michelle Messer
 - Update on Health Fitness Walk
 - October 10th at Lake Laupus 1130-130
 - Rain Date 10/17
 - Vendor Count
 - 30 plus vendors
 - Working on t-shirt design
 - Goal is to get 50 vendors
- **Scholarship** – Nadirah Pippen
 - Focusing on fundraising – moving forward with McAlister’s and possibly tie it into health fitness walk
 - Table at HFW to allow people to donate to these scholarship funds – found a direct link to use
 - Get a link to donate on the website
- **Membership** – Amy Eason
 - The committee met on 8/22/17 and completed the timeline we need to follow to ensure our nominations and election is completed in timely manner.
 - They will meet again next week to start working on the onboarding process of any new senators/alternates into Staff Senate and to work on the Master Roster.
- **Leadership and Professional Development** – Tisha Nelson
 - Met 8/15 continued discussion on goals
 - Stress management session in Nov.
 - How to professionally object – another session

Announcements

- Next Staff Senate Meeting – reminder date and location change!
 - **Tuesday October 10th, 2017 at 3pm in ECHI Conference Rooms**
 - Taking the staff senate photo that day – wear your purple SS polo
- Board of Trustees Meeting
 - Friday September 15th, 2017 in the Murphy Center at 9am.
- Health Fitness Walk
 - October 10th, 2017 at Lake Laupus 11:30am – 1:30pm (rain date: October 17th, 2017)

Adjournment

- Amy Eason motioned to adjourn and Tisha Nelson seconded
- Adjourned at 4:47pm