

Staff Senate Monthly Meeting
August 11 at 3:00pm
Virtual Attendance via Microsoft Teams

MINUTES

Call to Order Senator Aisha Powell

Approval of Minutes Senator Jennifer Jones
July minutes were approved.

Campus Update Stephanie Coleman, Vice Chancellor Administration & Finance

Early residence hall drop off is a COVID change that we are going to adopt for the future. This year we had early drop off August 4th through the 6th. This is a time where the students come drop their items off, go back home and then come back later. We had about 1700 students participate this year so that helps with the big move in day that will be coming next week, which is the 17th through the 19th. During that period, we anticipate having between about 3500 students moving into our residence halls. They will check in at Minges depending on their hall or their floor and then make their way over to campus. A big shout out from Student Affairs to Staff Senate for always stepping up and helping with move in. We really appreciate your commitment of helping assist there. August 19th through the 22nd, we have the Pirate experience and that will be an opportunity for us to build community, connect new students to other students and engage in events outside the classroom. We'll have Raid the Rec on the 19th, Pirate Palooza on August 20th, and the 21st is the new student welcome convocation at 4:00 o'clock in Minges. The Chancellor and athletic director will be speaking at that event. We have that first-year photo in Dowdy Ficklen Stadium on August the 21st as well. Then August 22nd, we have a new event this year called Greek Fest and that will be on the main student center lawn. Staff Senate as well as any faculty or staff member is welcome to attend convocation as well as come to any of these welcoming events for our students.

Dining Changes - new dining options for Fall 2022 are Steak and Shake (Main Student Center), El Taco Morado (The Wright Place) and Yo Kai Express (The Wright Place). The Starbucks in The Wright Place will be closing. The Chick-fil-A is going to become an ultimate Grub Hub location. We are going to have kiosk or mobile app for placement orders there, this should assist given the high volume that takes place at that Chick-fil-A. Todd Dining Hall and College Hill Dining Hall will offer a true balance station, which is a solution for those that have allergens. This space will provide food that does not have any of the top eight allergens. Dining does offer a meal plan for faculty and staff at reduced rates, they do roll over semester to semester and do not expire until you leave the university

Campus Rec and Wellness – offers staff memberships and provides access to all CRW indoor and outdoor activities and programs. If anyone is interested, it can be directly taken from your payroll check.

Vice Chancellor for Student Affairs search – candidates are coming to campus; there is a public presentation which is face to face as well as a virtual option; we appreciate everyone that has been engaged in that so far and we encourage you to continue to participate. There's also a staff Senate meeting with Faculty Senate and I believe some of your leadership from Staff Senate is represented there. Hopefully we'll decide at the end of August, early September.

Legislative Increase – 3.5% – you should see that in your check on August the 15th

Lastly, I just want to thank you all for your leadership and your service. We really appreciate all the extra things that you do.

Question – We learned that the Universities were provided a 1% increase to target salary adjustments for labor market, retention, and other salary issues. Do we know who has been identified for that 1% increase? Guidelines were just received one hour prior to this meeting so no decisions have been made.

Question – Any dining updates for Health Sciences campus? Not sure but will have dining follow up with Staff Senate about any plans on West Campus.

Question – How is Grub Hub at Chick-fil-a going to work? Will Chick-fil-a still be available, or will it be Grub Hub vendors to deliver to campus? Per Aaron Lucier, it will still be Chick-fil-a with the same menu and options, but you will order via a kiosk or the app to speed up the service.

Employee Resource Groups

Toya Jacobs, Diversity & Incl Prog Manager

Organization of Black Staff: Renita Harley – we believe that it is important for all employees, faculty, and staff to have a sense of well-being in their campus community. We're here to help those who identify as black or African American to create and form their own unique individual voices as well as our collective voice and presence on campus. If you're looking for information for that group or you would like to work with our group, please feel free to reach out to me directly at harleyr@ecu.edu.

Chinese Association: Guli Zhang – The focus of the Chinese Association is to serve the Chinese students, faculty, staff, visiting scholars and their families in acclimating them into the university and community environment. At present there are 302 members, yet Asian staff only comprise less than 1% of the staff population. There is room to grow however, 60% of the Asian staff are satisfied with the climate at ECU. The association operates the Greenville Chinese School which is a non-profit school that educates all ages that are interested in learning the Chinese language. Ask that the Staff Senate share more information about the association or interested individuals can contact Gili Zhang at zhangg@ecu.edu

Comunidad Hispana/Latina grupo de recursos para empleados Hispanic/Latino Community Employee Resource Group: Marjorie Campo - We are in our beginning stages and what we have done this past year was basically reach out and find any Hispanic staff and faculty that would like to join us. Last year our goal was to find each other and start building community. We tried to meet at different restaurants to have our meetings and have fellowship and break bread together. This year, we plan to do the same, hopefully by the end of the year, maybe have an outline of our goals. I'm happy to have joined the Hispanic Association for Colleges and Universities, so we are an associate member. We don't have enough Hispanic student membership to be full members. This group does see a role in advising that initiative to help our faculty feel they belong at ECU and to provide advice for students. Then to see how they belong at ECU so we're in the beginning stages, but we're doing it with a lot of cafe and food and just a lot of conversations. So, I

hope that if you if you are someone of Hispanic heritage or know someone, please send him to this group.

Lesbian, Gay, Bisexual, Transgender and Ally Faculty and Staff Group: Aaron Lucier – I'm the convener of the LGBTQA employee resource group here on campus. Last year, we had a regular employee meet up and those meetups were on Thursday from 3:00 to 4:00 in the Ledonia Wright Cultural Center. That meet up is going to be back again, but we might change the time of day. When it comes out it will be announced but we're looking still coming back to Thursday afternoons. We are having a welcome event at 5:00 PM on August 29th in Ledonia Wright Cultural Center. It will be refreshments and this sort of a way to connect and stuff like that. We have had an end of semester event either on or off campus several times. COVID challenged that, but we're back into that process of doing that. Some group concerns are the political climate related to LGBTQA students, faculty, and staff; how we can support our students on campus; and how we can support our staff and that staff at varying levels too.

Indigenous Employee Resource Group: Toya Jacobs – The ECU indigenous land acknowledgement – you may have seen it on email signatures, announcements, and campus. A lot of people will acknowledge the land that we are on, which is native land. I would like to give the credit to our student government association and our leaders here at ECU. There's a space at the main campus student center, recognizing the land that we're on. A formal group that meets monthly. A group dedicated to advancing the interest of members of East Carolina University. The mission is to support and nurture a diverse and inclusive environment by raising awareness of indigenous cultures, traditions, and values. The Indigenous Employee resource group will cultivate an inclusive community and appreciation of contributions of indigenous faculty, staff, and students. They plan to increase collaboration and community outreach efforts with indigenous student organizations within the UNC system to foster a supportive and inclusive community for all faculty, staff, and students. They plan to serve as a resource for cultural education, for faculty, staff, and students to increase awareness of past and current indigenous traditions, practices, and issues on an educational and societal level.

Executive Committee Updates

UNC staff Assembly: Aisha Powell – we discussed things like staff retention and burnout in the future of higher education. Some solutions discussed for these concerns were a Staff Retention fund, a living wage system wide, employee benefits, and a flexible work arrangement; we will be discussing these solutions with our Human Resources department. Also mentioned was to create career pathways and growth and to have staff representation and advocacies on the board of trustees. The last item was policy and administration, so making sure that for administration they prioritize good supervision. We know that from our exit surveys that people love working at ECU. However, they were indifferent about returning to their department. Looking at how to prioritize a good supervision and ongoing supervisors training is going to be a priority. We also talked about staff and faculty budget equity. Some of the system institutions, do not have any funds from their administration. They are looking at how funds are distributed to Faculty Senates and Staff Senates across our 17 institutions.

Chancellor Golf tournament: Aisha Powell – Each year, the UNC Staff Assembly host a golf tournament to raise money for the Janet B. Royster Scholarship Fund, which provides scholarships to eligible staff members across the UNC System. We will encourage all staff members to apply for that scholarship when that opens. There are a limited number of teams that can play so we will not have staff team this year, just a Chancellor's team.

Remote Working Group: John Southworth – In our last couple of meetings, we've talked about creating a website that has kind of a home base of information for all things telework related. We do have a small website now, but we're going to beef that up significantly and provide links to information about tools that are used by teleworkers. We're also working on campus wide rules and guidelines to help people who are teleworking. You know what tools should be required or a

recommended for those who teleworking, like teams for example, and as well as talking about looking at training resources for supervisors who are supervising those who are teleworking and teleworking themselves as well as employees or teleworking. We've been working on training resources to of help people who are in those environments.

Treasurer's Report: Joseph Moore - We have reached out to Aramark to find out about concessions for this year. There will be a meeting next week, we will have representation at that. I've also asked about the alcohol training because I know there is a specialized training for that, and they said they would share that info with us. As you can see on the Treasurer's Report, we have received our funds for the upcoming year. We received our interest for the children of SHRA scholarship and for the GAIL Jordan Memorial Scholarship. If you have some requests that you're going to need something purchased, please let us know. The sooner the better.

ECU Community School Supply Drive: Aisha Powell – now until August 24th. You should see the list of boxes we have around campus. Please as you guys are you know getting school supplies maybe for your children. Please maybe pick up an extra item so you can donate to the ECU Community School. We will greatly appreciate that, and I know that you guys, I know that the students and staff at ECU Community School really appreciate your donations.

Committee Updates

Bylaws Committee: John Southworth – We are all going to go out and look through the entire bylaws for contradictions. We've also decided to look at bylaws throughout the state to see how they're handling when elected officials in Staff Senate leave. We talked about the new ex officio role that will be going to the Faculty Senate meetings and reporting back. I know that the Faculty Senate will be voting on their ex official role on August 19th.

Communication And Marketing Committee: Melissa Parks – Staff Senate now has an Instagram page, please go and like us now; We have been working with the Creative Services team on a script for a video to share about staff Senate. We're looking at getting that produced in mid-September. We are going to have our website updated soon. We'll have Instagram and Facebook updates about all the different things that are happening.

Diversity Committee: Amy Bright – We discussed the human library and coordinating with the library and academic library services for that. Additionally, have sent out an e-mail to Nikki Caswell to talk about bystander training. We are going to be talking about setting up the women's round table or deciding whether we want to do that in the fall or the spring

Human Resource Committee: Loretta McDaniel – We are going to try to keep our eyes open and work on the bereavement plan update. We are waiting for the guidance on the flexible work arrangement from UNC. We did ask for anybody that's on main campus or on Health Sciences campus to keep your ears open, listen to your coworkers. As to, you know what they're feeling, what they're concerned about, and bring it back. Maybe it's something we can talk about and see what we can do as a staff Senate together as a whole.

Membership Committee: Jessica Emick – We have had two resignations recently, so I'm working on filling the alternate 2 spots in Academic Affairs and Admin & Finance.

Leadership And Professional Development Committee: Grace Tolson – We are focusing on two of our three goals, which we were able to invite, Todd Inman. We appreciate him coming and giving us some insight as well as. Rob Weatherly, director of learning and organizational development within HR, was also on the call to hear Todd's feedback as well. Then we continued with our second goal, which also involves Rob and

that is how we can assist the Staff Senate at large and connect them with learning opportunities throughout the year with Robb's position. We have gotten some good brainstorming down and we're going to continue that and kind of map out our plan for the year ahead and specifically a very busy spring when a lot of this will take place. We decided in our first meeting to start looking and brainstorming the BALL in September. We will just start by reviewing who or kind of brainstorming around who our speakers could be and kind of going from there before securing a date and all that type of thing.

Recognition and Rewards: Stephanie Stroud – We discussed the vendors that we would like to have at the Wellness Walk on October 13th from 11:30-1:30. We are going to try and get food trucks like last year with hopefully a healthier option.

Scholarship Committee: April Rouse – Fundraisers in the works; first one, will be on September 19th, a Monday, at Mellow Mushroom and will run their entire business day. We will receive 15% of the profits. The next one will be Chipotle on November 15th. This is a big one for us because they donate 33% of the profits. That will be at the Chipotle location, located on Greenville Blvd, from 5:00 to 9:00 PM. The next one that we have confirmed comes up next year on January 19th, at Pirates Popcorn, which also happens to be a national Popcorn Day. That fundraiser that will run through their entire business day from 10:00 AM to 5:30 PM.

Summer Melt: Amy Eason - We have finished orientation, so we all survived the 10 orientations this summer. It was great to see our students back on campus for orientation. We had ten students, one from each orientation, win a day pass for the parking garage. Move in is next week and thank you to those who have signed up to volunteer to help. We are helping on Thursday of next week from 9 to 12. There's two different shifts and we are going to be at Greene Residence Hall, which is right across from the rec Center on West, the West End in Main campus. I will be providing water so there will be water bottles there for those that help volunteer. I did distribute the move in shirts to those who had signed up.

Adjourned Senator Aisha Powell

Next Meeting September 8, 2022 at 3:00pm via Microsoft Teams

Meeting Link https://studentsecuedu66932-my.sharepoint.com/:v:/r/personal/jonesjen18_ecu_edu/Documents/Recordings/Staff%20Senate%20Monthly%20Meeting-20220811_145507-Meeting%20Recording.mp4?csf=1&web=1&c=BEKpQX