

Staff Senate Monthly Meeting
September 8, 2022 at 3:00pm
Virtual Attendance via Microsoft Teams

MINUTES

Call to Order Aisha Powell, Staff Senate Chair

Approval of Minutes Senator Jennifer Jones
August minutes were approved.

Campus Update Dr. Philip G. Rogers, Chancellor

In May, the UNC Board of Governors approved a refresh of the UNC System Strategic Plan. Part of our task moving forward is to ensure that our campus has appropriate alignment with the System office goals and metrics that have been established for the 17 campus systems. Being able to think of the right strategic ways to take the unique and distinctive mission that we have and plug it into that broader system wide mission to be able to advance the good work that they're going to drive forward at ECU. We have the best mission in all higher education, so our mission is going to stay the same. Our commitments are Evergreen because of the tremendous value that they add to the people that we serve. To be able to adapt to the fast-changing pace of the higher education landscape, I really want to challenge us as a university community to place innovation at the core at the center of all that we do to serve our students in our region. We must think outside of the box to meet the changing landscape of higher education and ensure that we're a student ready institution for the next generation of people that we're going to be serving. In the coming future, I want to be in a position where we can share a little bit more clarity about the specific process, ways that you can plug into it as valued members of our community, because we want to hear your voice.

I also want to emphasize two other priorities that I've been talking about on a regular basis over the last month or so and that's access and success. Secondly, campus climate and culture. I want to start on the access and success front because as we work to recruit new learners, new students to our campus, we work to improve our retention and our graduation rates. The importance of this being an all-hands-on deck priority and this Staff Senate group has leaned into that in an intentional way and has really made some important headway as setting these goals as priorities. I think one of the lessons learned and cultivating that relationship, rich culture is that regardless of your job on campus, you can make a difference in the student experience. I think the key is placing students at the center of all of all we do. No matter what your role may be on campus, you're interfacing with the people that we serve as students, community members and as prospective members of this community. We all have a role to play in that effort. As I said, you all have done just that so well over the last few years with all your initiatives related to admissions yield and retention. You are a key player in helping us generate a strong brand and helping us create a welcoming culture and attractive environment and that requires us all working together. I hope you will continue to join me in continuing to make that a priority as we move forward together in the coming academic year and then finally, let me also remind you that the work of our DEI Commission continues as we continue to seek to address matters of diversity, equity and

inclusion on our campus and whether you're serving on a subcommittee of that group or whether you're simply engaging through the campus dialogues that we've been creating a hope you will continue to be an active participant to let your voice be heard in that space. We can shape our culture together as a university staff and family as we engage in these critical conversations, let's all continue to also emphasize the importance of civil discourse. Model for our students how to engage in respectful and substantive dialogue as responsible citizens of this Community. We play an important role in that space, and I'm grateful for your willingness to dig in on that aspect of our work as well. I want to close with one final item and an area that I certainly anticipate is of great interest to all of you. I know you all have been tracking as I have been and will continue to be tracking and continue to be in future legislative sessions, good advocates for salary investments for our employees at the state level and as many of you know, the legislature. Authorized during the most recent legislative session, several flexible compensation options for our use in consideration as a university system. The first is the legislative salary increase of 3.5% over your June 30th salary. The legislature also authorized a state supported labor market adjustment reserve. You'll hear folks talk about it as Elmar for short and the goal of this was to address salary compression and other critical labor market needs to equip the institution. There are couple of other non-salary compensation options that have been approved by the Board of Governors for other categories and employees and by the Office of State Human Resources for SHRA employees. The legislature didn't provide funds to accompany any of these so we're working on evaluating the guidelines, financial impacts, and other ways that we can take advantage of them at the campus level.

I want to thank this group for your good service and work on behalf of our university.

Parking & Transportation Policies

Bill Kock, M.S.E., Associate Vice Chancellor Campus Safety & Auxiliary Services

Parking is required by North Carolina law to be self-supporting; they do not get state funding nor any money from tuition. In fact, 80% of revenues collected from citations must be returned to the state. Our main revenue is parking permits. Events on campus are charged for parking. We try to provide an efficient customer focused service while keeping permit fees as low as possible. In the past, we tried to wait years to increase permit fees but that resulted in a 5-10% increase. Like most universities our size, we use a zoned parking system and price is based on access. "A" zone is closest to buildings on main campus, "B" zone is further away or off of main campus, "C" zone is the furthest away and lowest priced permit. Some building off main campus but closer than "B" zones must be zoned "A" to provide parking for those employees. We are accessing parking zones and remote working and we will see if there is room to adjust some zones. Permit fees are developed based on looking at other UNC schools similar in size and vetted with the Parking & Transportation Committee, Chancellor's Executive Council, the Vice Chancellor, and the Board of Trustees. The new Medical Education Building will hopefully be handled like the Main Student Center with sharing the garage between the project and parking reserves.

Question – With concerns coming from the staff of College of Nursing about "B" permits no longer being offered on Health Sciences campus, has there been any thought to offering a prorated fee like Campus Recreation based on salary?

Answer – It has been discussed but we must figure out how to make it fair.

Question – How do you know who is on the Parking & Transportation Committee to communicate concerns?

Answer – There has always been a Parking & Transportation Committee website, but it may be dated at this time. We will gather the information and share with you. It is a good advisory group and includes transit.

Question – Has there been any consideration for adding a row or two of “B” in the new Life Sciences Building lot?

Answer – We are discussing this. We are waiting for the building to get up to speed. Our concern is that people would expect to find a “B” spot, but they would fill up fast since they are close to campus.

Question – Retired faculty can come back to ECU, and they receive a “B” pass for free. However, if a retired staff member comes back, they must purchase a “B” pass. Are you guys going to address those inequities soon?

Answer – The blunt answer is that we would have to remove the faculty privilege because we don’t have the space. To be clear, we do not provide parking permits for retired employees to come back to work. Many retired faculty do not use the pass given to them, but it is hard to take something back.

Question – Rumor is that the Health Sciences parking office is closing. Is this accurate?

Answer – We have consolidated into one space with the 1 card office. One staff member is trained in 1 card and parking.

Question – What is the best way to report parking violations?

Answer – call the Parking & Transportation office for the best response

Executive Committee Updates

Staff Senate Executive Committee

Board of Trustees meeting will be September 15th and 16th – the committee meetings will be available virtually, log in and listen if interested

Chairs of Staff Assembly will be meeting Monday to discuss some Human Resource concerns and updates

Shared governance – SGA has identified a parliamentarian that will be in place by October; Faculty Senate meeting is 9/13 at 2pm with virtual option

Golf Tournament – September 27 – Chancellor team and 3 members of the Staff Senate will be attending; all proceeds go to the Janet B Royster scholarship, and they award \$500 per campus, we encourage all to apply

Remote Working Committee – one primary thing is the website – website will be a central point with all remote working information- working with web services and creative services – working on checklist for evaluating position whether they are conducive to remote work

Staff Senate Photo – need an updated one; we will try to get a date set for that; we have contacted ECU photographer, need location, date & time

Need a Polo? Email staffsenate@ecu.edu

Concessions – we attended the initial meeting with Aramark but due to staff commitments, we came up with an alternate option and have declined the concessions spot this year

Treasurer Report – UNC Staff Assembly funds will be reimbursed by the Staff Assembly; we were refunded the fee for the staff golf team; we provided water for staff during move in;

purchased a gavel for Aisha to use for in person meetings; paid out scholarships that were awarded last year

Staff Senate Polos – if you did your onboarding survey, we have your shirt size; if you did not and need a polo, email staffsenate@ecu.edu and let us know

Community School Drive – 4th annual was held 7/29-8/24, we had 19 collection boxes and donated around 1400 school supplies on 8/26 to the ECU Community School

Winter Coat Drive – support the ECU Community School, collection boxes will be out by 11/28 so that we can donate before Winter Break. We will use the same locations as last year, email staffsenate@ecu.edu to request a new location.

University Council Meeting – we have representatives from Project Kitty Hawk to discuss how that transition and implementation and how it will look for ECU

Chairs Meeting – scheduled for 9/21 at 9am; this is for chairs to come together to discuss the projects that each committee is working on and collaborate efforts, if the chair cannot attend, send a representative

Committee Updates

Bylaws: John Southworth – We are reviewing all the bylaws for contradictions, we will also be reviewing the bylaws of other universities in the UNC system; once we have some recommendations, we will bring to the full Senate

Communication & Marketing: Chad Carwein – We have updated the Staff Senate website, if you see errors, email staffsenate@ecu.edu ; we will work with membership to keep website up to date. Informational video will be shot during September. Once done, we will share and get on the website.

Diversity: Aisha Powell – We are working on developing a bystander training that addresses discrimination and harassment. This will be a collaboration with OED, Faculty Senate, and the Anti-Racism Council. 2nd Annual Women's Roundtable is being discussed.

Human Resources: Loretta McDaniel – we are waiting for more information on the bereavement plan and the Employee Emergency Assistance Program from Staff Assembly; Rapid Access is same day medical services offered by ECU Physicians and is available to all ECU employees and their immediate family members. Call 252-744-0555 to schedule an appointment

Membership: Joseph Moore – waiting for the reorganization to be updated in Banner so that we can prepare for nominations, once that is updated, we will make appropriate adjustments and suggestions on how to handle that change

Leadership & Professional Development: Grace Tolson – we are working on our goal to work with Rob Weatherly, the Director of Learning and Organizational Development. Polled attendees about topics that they would like Rob to discuss/cover. Common issue is digital access and inclusion. Maybe collaborate with HR committee to address this issue. Campus Operations has monthly safety meetings – could use that time to spread information

Recognition & Rewards: Stephanie Stroud – Wellness Walk rescheduled to 10/27 – vendors so far are Red Cross and Clean Eat; committee is working on securing others

Scholarship: Joseph Moore – upcoming fundraising event at Mellow Mushroom next Thursday from 11am-9pm; November is Chipotle; January is Pirates Popcorn on National Popcorn Day
Golf Tournament – Michelle Bone will be heading up a committee to start a Staff Senate golf tournament; we should be able to raise the same or more on one day than all year with Aramark

Summer Yield Ad Hoc: Amy Eason – parking pass winners from orientation sessions will be notified soon; move in was wonderful, we had many parents thank us for helping

Adjourned Aisha Powell, Staff Senate Chair

Next Meeting October 13, 2022 at 3:00pm via Microsoft Teams

Meeting Link https://studentsecuedu66932-my.sharepoint.com/:v:/g/personal/jonesjen18_ccu_edu/EddcIgVz0bRFi7gOHQC1ZfABe8A2lgrtQreu0_0N1xm3GA?e=EOya2v

DRAFT