

Staff Senate Monthly Meeting
December 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
November minutes were approved.

Campus Update Dr. Virginia Hardy, Vice Chancellor Student Affairs

Thank you to Staff Senate leadership for providing a warm welcome to the Board of Governors. ECU's out of state student cap increase from 18% was approved during the Board of Governors meeting. Our goal is to achieve 25%. This year our out of state student numbers increase by 10%. Budget biennium – gearing up for the legislative long session – one priority will be employee compensation. Partnership with Mr. Beast – innovation & marketing opportunity for ECU. Content creation economy – ECU is exploring an exclusive workforce pipeline with Mr. Beast. Continuing education like curriculum.

Resolution to Dr. Hardy – presented and approved

Climate Survey Robert Weatherly, Director of Learning & Organizational Development

I appreciate the opportunity to come and share an update on the ECU UNC System Employee Engagement survey. What I would like to do is provide you with an overview of the results with some specific focus on the responses from our different groups of staff here at ECU. I'll begin today by providing you with an overview of the survey instrument, some of the changes that were made in 2022 and the overall response trending for this year's survey. We'll then move into a summary of our results, highlighting some of our areas of strength, weakness, and opportunity. As many of you know, the survey was ordered by the Board of Governors and outlined as a 5-year process to include three surveys in 2018, 2020 and 2022. The third iteration of the survey was conducted this spring between March 28th and April 18th, utilizing a shorter Pulse survey of 30 questions as opposed to the 60 and 61 questions that we're used in 2018 and 2020 respectively. The 2022 survey was also updated to add some additional questions regarding the university's responses to the COVID-19 pandemic, expansion of questions related to diversity, equity, and inclusion and a multi select question aimed at identifying potential reasons for employee attrition and turnover. ECU's response rates improved dramatically from 2018 to 2020 but fell significantly in 2022 from 51% to 42%. This trend in lower response rates was felt across the entire UNC system, averaging about an 8% response rate decline across the system, with two exceptions coming from universities who deployed incentives to try to drive greater survey response numbers. The staff responses here at ECU did also experience that decline. With drops in the response rates across the SHRA CSS and non-

faculty EHRA populations from their 2020 survey response rates. The overall positivity rate of the response did see a significant increase in 2022 as 66% of the responses were positive compared to 58% in 2018 and 2020. The heat map provided here shows our overall positivity rates in each of the 9 dimensions that were measured in this year's pulse survey. Of note, are the highly positive scores regarding job satisfaction and support improving overall to 77% positive from 70 and 2020, as well as our highly positive responses regarding the university's response to the COVID-19 pandemic staff specific stores in the job satisfaction and support area improved as well with. While still an area warranting attention, positive responses regarding the communication and collaboration dimension increase from around 50% in 2018 and 2020 to 54% this year. Staff responses to these questions showed very similar improvements with non-faculty EHRA positive responses increasing to 64% from 58%; SHRA increasing to 55% from 47% and CSS positive responses increasing to 52% from 47%. The improvement in the confidence and senior leadership dimension was limited and that improved from 47% positive in 2020 to 49% in 2022. The staff responses in this area were mixed, with improvements in positive responses from the non-faculty EHRA and SHRA groups, while our CSS group remained at a positive rate flat at around 52%. The questions or the statements in the survey related to performance management also continue to present its challenges with scores on these questions remaining relatively flat from the 2020 results across all populations at ECU. These areas continue to present as opportunities for improvement for us here at ECU. Now, there were several specific statements, and this year's survey that highlight some of our areas of greatest satisfaction for our staff here at ECU. First, our team overwhelmingly understands their jobs, connection to the university's mission, and they find that the work they do is meaningful. More than 80% of our staff members reported there's their departments as welcoming of diversity and inclusion. One area that has stood out in this year's survey is a very clear appreciation of independence and the freedom that our staff feel and performing their work. Staff tended to agree with statements about ECU's actions and communications regarding the COVID-19 pandemic. Finally, most staff groups reported feeling that their supervisors should very genuine interest in their well-being. Now, while many of these well-being and COVID-19 statements were new to the survey this year, the other areas showed here all displayed very marked improvement over their 2020 positivity rates. On the flip side, there's certainly were several statements from the survey where the results point to areas caused causing disengagement and dissatisfaction. Our lowest positivity rate was found on the statement regarding promotions being based on performance, a trend that was seen across every university in the UNC system, continuing a trend from 2018 and 2020, less than half of staff employees believe that we're all on the same team here at ECU. Concerns about institutional policies ensuring fair treatment for employees persist from the 2020 survey as new concerns about clear direction from senior leadership and the way that ECU is run as an institution with all of that said, all these areas did see at least some improvement over their scores from the 2020 survey. Concerns about institutional culture improved slightly from our 2020 results as well. While feelings about whether ideas would be fully considered remain flat. Finally, statements about a sense of belonging and supervisor, consistency and fairness ranked among the lowest of our positive statements. Although these statements do show trending in a positive direction from our previous surveys. Now there are results have been shared with university leadership. Our next steps will involve further analysis of this data to identify actions to be taken to address areas of concern for the faculty and staff. Chancellor Rogers and Provost Cogger have expressed their desire to further explore the results of the survey and look for ways to improve our experience for faculty, staff and ultimately for our students as well. The HR department stands ready to assist with these efforts as well as with any actions that are recommended and supported by university leadership. If you have any additional questions or thoughts, please don't hesitate to reach out to me or a human resources for assistance and support. And certainly, as always, we look forward to partnering with you and the staff Senate as we push forward on efforts to improve our employee experience and engagement here at ECU.

The survey results align with what we hear from staff members such as the supervisor, the promotion and creation of pathways to promotion. Knowing these things are, how is HR using this data to help supervisors create pathways or what other supports are we providing supervisors to maybe develop in some areas to really reach their staff members? We really want to understand which specific groups are impacted in certain areas more than others and that can be a lot of different ways that we can look at the populations of people that we have here in employment at ECU. Once we have that analysis completed, you know our goal really is to put those findings in front of the senior leadership team and then to partner with them to kind of determine how are we going to align any actions that we want to take with the strategic direction for the university and make sure that that comes back into alignment with the overall university mission. You know you mentioned some of the supervisor training and development opportunities that we're working on. Certainly, that's one thing that I think could impact a lot of these areas of opportunities that we see in the survey. We've also seen a lot of action that has been taken over the course of this year by the Chancellor and by the leadership team that have already started to address some of these things to kind of to your point, we already knew some of these things we were already hearing some of this feedback. We expect to start to synthesize some of those in partnership with senior leadership and start to roll that out over 2023. You mentioned that you want to align this with the strategic plan, and I know that's currently underway and will be presented to the campus community. When will you be done with your analysis? Do you have a timeline for when that will be done? The results have already been communicated to the Executive Council and to the Vice Chancellors and some of those, I believe, have already been disseminated to some department heads and to some leadership groups. I'm currently doing some additional analysis on some of the verbatim comments that were made in the survey that we're a little bit more cautious about. We want to make sure that we are maintaining that confidentiality for that survey so that there are no individual responses that are identified or group responses that can be traced back to an individual. We're keeping that information very, very tight, and very confidential to ensure that we're just looking at trends. Themes from that information and acting on any appropriate things, but I expect to have that analysis done here by the end of this month and to be sharing that with senior leadership so that they can begin to take that into account as they plan where they want to go and how they want to align all these actions to come with where we're headed strategically as the university. The UNC governors, they received this information across the system, what was what were their initial reactions and how do they see this impacting all 17 institutions? From a system level and from the Board of Governors, I have not been provided with any specific feedback. We know that the information was communicated to them in October and November. We hope that they have taken the time to kind of dig in and look at that, but at this point we haven't heard any specific feedback as to overall reactions or institutional specific actions. We expect that we may hear some of that feedback and that that will probably factor into some discussion between the Board of Governors and any university leadership. At this point, I can't really say what their reactions have been. We haven't really had that communicated to us yet.

Executive Committee Updates

Staff Senate Executive Committee

Aisha Powell – Over the past few months, we have been very busy. We have had our summer initiatives meeting with students over the 10 summer orientation sessions. We have assisted families and their students with moving, we have collected over 1,400 school supplies for ECU Community School. As we moved into the academic year, we had our annual Wellness walk with over 200 participants and vendors and we are ending the year by collecting winter coats for our little Pirates at ECU Community School. This truly reflects the heart of the staff and our commitment to student success, public service, and regional transformation as we enter our second term. This is a good time to reflect on our four priorities, so we will go over those four now. First, we want it to address staff

retention, advocating for cost of living increases in supporting our staff through scholarships and professional development opportunities. We have met with the Chancellor and his cabinet every month to advocate for these items and with Carson Nelson, who is the Director of strategic initiatives and our legislative liaison. We are currently working with two working groups with the HR department. Those are the remote working policy where our Vice chair John Southworth is serving and myself working on the HR Recruitment Working Group. We are looking at the recruitment process. The second was to ensure that our staff provided input during our 2022-2027 strategic plan refresh. As chair. I'm a part of that strategic planning committee and we are finalizing our draft that will be presented to the ECU Community on December 15th at 2:30 PM. Information should be sent out soon with those details, please attend if possible. However, if you cannot attend, it will be recorded so you can go back to view. Please provide your feedback using the survey link that will be provided and we really need to hear from staff. Our voice is critical to the success of our mission and the next five years. Our third priority was to proactively engage in activities that strengthen Staff Senate's role in university shared governance. I've met with the SGA president and other cabinet members and throughout the year we have discussed different initiatives and opportunities for collaboration. SGA president appointed Tyler West as our staff Senate parliamentarian, who truly has been an added value to Staff Senate Executive Committee. We also built a stronger relationship with faculty Senate. I've met with the faculty chair, Anne Ticknor throughout the past six months and we have served on several committees together and each time we are making sure that the voice of the staff and faculty are heard. We are excited to share one of our collaborations with the Office of Equity and Diversity that will be we have developed a bystander intervention training. I want to thank our ex officio member from the Office of Equity and Diversity, Toya Jacobs, and her team for their development of this training. We plan to launch this in the January, so be on the lookout for those opportunities. Our fourth priority was relationships with Staff Senate divisions and the university administration. We continue to meet with the Chancellor and his cabinet, highlighting the hard work of our staff and making them aware of challenges and opportunities to collaborate. As I close, I would like to mention several exciting initiatives for this spring. That is the staff emeritus recognition, Ballard Lesson and Leadership also known as the BALL event, the ECU Women Leadership Panel and of course our favorite Staff Appreciation Week. In January, we will start sending information out for our Staff Senate nomination. I encourage our current senators to identify staff that may be a great addition to the Senate and for senators, I encourage you to consider running for an executive committee position. Each of our executive members are willing to share our experiences, our lessons learned, and how this role has impacted our networking, our leadership skills, and how we can advocate for a better ECU for our staff.

John Southworth – I've been serving on the flexible Work Arrangements Committee for the university. We are still waiting to get that website approved and updated. That will be the best resource for you guys to share the information that we've been working on and when it is ready, I will show it to you guys, hopefully in January's meeting is the plan. The picture, we thank you to everybody who physically came to our meeting last month. We did take a picture finally. Of course, we didn't have everybody, but we do finally have it updated. We do have an updated version of our picture on our Staff Senate website, and I appreciate everybody who wore their purple shirt and came out. Finally, one of the initiatives that we've been working on is surrounding staff retention and strategies for retaining staff when we've had a lot of turnover and that affects us all in many different ways. You know, one of the committees Aisha is serving on is regarding staff retention. We would like to hear your ideas for how to retain staff. What could we be doing differently? Anything you can think of creative wise because we want to make sure that your voices are heard during these meetings and your ideas are being presented.

Joseph Moore – On the treasurer’s report, we did have a couple of expenses covering some of our Wellness Walk supplies, we also acquired the expenses for our last group that went to the UNC Staff Assembly meeting in October. I did reach out to the system office for an update on when we would expect reimbursements for that account. We've submitted all the paperwork for July meeting, the chancellors golf tournament, as well as the Assembly meeting in October. I'm hoping that by the end of the week tomorrow and next week, we'll have some sort of update to provide on those funds. We did have an admin fee that was charged on our discretionary funds. The other update I wanted to provide is that the Executive Committee met with Provost Coger. That's our first meeting that the Executive Committee has had with Dr. Coger since she's taking her role here at ECU. We kind of did an overview on some of the projects that we've been working on. We pointed out, our four major priorities that we've been addressing as Staff Senate and kind of the direction we're heading, and she was very impressed. She did provide some feedback on some of the things we had mentioned with her. We are looking forward to future conversations with Provost Coger. We're hoping to meet with her again in the spring to talk some more and some more detail about some of our initiatives and how we can kind of partner together as far as her involvement with the academic affairs side.

Jennifer Jones – Winter coat drive – we are in the middle of the drive; the boxes were dropped off at all locations. These are the same locations as the school supply drive. The list of locations has been attached to the e-mail that has been sent out on announce. I can also attach it here in the chat so that everybody knows where they're located. The original pickup date was the 12th. We pushed that back. I'll be picking up boxes on the morning of the 14th so that gives you two extra days. If you have any after that, then just e-mail staff Senate and we'll arrange to pick those up. I don't think we have a final date of when we're dropping them off at the school yet. Aisha will reach out to Principal Cole to see when it's a good time to drop it off with a new date. The Spring Staff Senate meetings will also be held virtually over teams until May and May will have an in-person meeting at ECHI.

Tyler West – We have officially gone through our swipe out hunger resolution getting that into the system. As of right now, a lot of students will use the GET mobile app to see how many meals they have for this semester through either their purple meal plan or their gold meal plan, whatever one they're using. At the end of the semester, they are now eligible to donate up to two of their unused meals to the Purple Pantry so that they can be repurposed for other students who are either food insecure or in need of those. This will be in effect not just this semester but going forward into the next semester. I know the rollout was very last minute, so not many students know about it currently in the fall semester. If you guys would love to just get out the word, we'd love to see a lot of this being practically used in the spring semester because it's something you opt into. Just get the word out for us.

Motion: (Aisha Powell) To move to vote Dana Lopez as the chair elect.
36 in favor/0 opposed/11 abstentions. Motion Carries

Motion: (Aisha Powell) To adopt the proposed edits to the Staff Senate bylaws.
36 in favor/0 opposed/11 abstentions. Motion Carries

Committee Updates

Bylaws (John Southworth) – We are recommending getting rid of the name Health Sciences because it only includes Brody School of Medicine at this point, then adding a unit for Brody School of Medicine to the bylaws, then removing Health Sciences and the division of REDE. The big, recommended change behind all of this is that is that we remove these two and add this one. Another small change, I put these in alphabetical order. Another thing that I would like to recommend is changing the word division everywhere that it appears in the bylaws to unit. Another recommendation is to remove

the effective date from the bylaws. The only other change is the last portion that says and will not be counted towards the two consecutive term limit that goes back to about three years ago when we removed term limits for senators.

Communication & Marketing (Melissa Parks) – We have been posting a lot on social media, I hope you are all following us on Instagram and Facebook. Continue sending us ideas about posts.

Diversity (Aisha Powell) – We have just finished up the development of the bystander training with the our partners, the Office of Equity and Diversity and also with our faculty Senate and some other departments on campus. We are gearing up for our ECU women and leadership panel that is going to be in March. We have reached out to the Women's and Gender Office and they just hired a new director. I talked with her I think last week because that usually is a partnership with that office and we'll be brainstorming some ideas, some panelists and questions and the format and January.

Human Resources (Loretta McDaniel) – The bereavement plan update in the flexible work arrangement. We're still waiting on guidance from the Staff Assembly and from our university. The Staff Emeritus nominations closed on November 30th and we have 6 nominations. They have been reviewed and I have forwarded them to Keisha Brown and HR so she can do her magic on what she has to do for all of them. Once we hear back from her, if they meet all the eligibility requirements then we'll move on to the next stage. We are hoping to get all of this done by March 15th for the ceremony.

Membership (Jessica Emick) – A reminder that January 3rd nominations open for the new year. So please, please, please if you know of anybody in your area who you think would be great serving on staff Senate, please nominate them. You don't even have to tell them that you are nominating them, just nominate them and we especially need nominations with Brody and Athletics, so if you know of anybody, please, please, please get those nominations in and that's all I've got.

Leadership & Professional Development (Lauren Thorn) – set back with BALL event speaker so we are looking for other individuals to hopefully line that up. Our save the date should be coming out towards the middle to end of January once we've been able to secure everything. We'll be working with marketing and communications and reaching out to y'all to help get some assistance with that. In addition, we have made the reach out to Rob who of course is doing the tour this week doing presentations on the Employee Engagement survey about some of the leadership and professional development topics for trainings in the spring. We hope to be able to secure a couple of those once he kind of is able to reply back and get some additional information to us about pertinent topics that would be helpful for Staff Senate.

Recognition And Rewards (Stephanie Stroud) – We have started working on Staff Appreciation Week. We have created a survey to see what you guys would be interested in. In past years, we have had the staff meal, cookout, movies, baseball tickets, etc. We just want to make sure that we're having events that people would like to attend and that they enjoy. If you have time, I'd appreciate it if you could fill that survey out. That would give us a good starting point of planning that week for all the Senators and all the other staff that we need to show our appreciation for staff. At the end of the week, we're still going to have the awards ceremony like we have had in the past.

Scholarship (Crystal Hildenbrand) – Our next fundraiser will be on Thursday, January 19th at Pirate's Popcorn, and that is National Popcorn Day. We will receive 20% of sales. The event will run their entire business day, so they're open from 10:00 AM to 5:30 that day. Please stop by and support Staff Senate scholarships and purchase some yummy popcorn. We are also working on our silent auction that we hope to hold in the spring.

Adjourned

Aisha Powell, Staff Senate Chair

Next Meeting

January 12, 2023 at 3:00pm via Microsoft Teams

Meeting Link

[2022.12.08.Staff Senate Meeting](#)