

**Staff Senate Monthly Meeting**  
**January 12, 2023 at 3:00pm**  
**Virtual Attendance via Microsoft Teams**

**MINUTES**

**Call to Order** Aisha Powell, Staff Senate Chair

**Approval of Minutes** Senator Jennifer Jones  
December minutes were approved.

**Campus Update** Stephanie Coleman, Vice Chancellor Administration & Finance

**Political:** North Carolina General Assembly convened for the 23/24 session yesterday. The North Carolina Senate elected 13 new legislators including former North Carolina representative, Kandie Smith, who represents Pitt County, and a College of Nursing alum, former representative Gale Adcock. The North Carolina House has 26 newly elected legislators, two of which are new Pitt County representatives, Dr. Tim Reeder and representative Gloristine Brown. Dr. Reeder is a physician and faculty member at ECU Health and Brody School of Medicine. Representative Brown is the mayor of Bethel and was a former CNA for Pitt Memorial Hospital. US Congress also has a new congressional member that is local to Greenville. That would be Don Davis. He was the former state senator from Greene County that has long represented at Pitt County, and he took the seat after representative GK Butterfield retired. Congressman Davis earned a Master of Arts and Sociology degree and a Doctor of Education in Educational Leadership from ECU.

**System Office:** Starting a long session when they go in and make decisions for the biennium. They make policy for two years and set budgets for two years. President Hans outlined the system's priorities that align with the strategic plan of the system, which is access, affordability, and efficiency. 1- requesting funds for the performance weight within our funding model; 2 – effort to help target institutions to address the changing enrollment patterns; 3 – faculty & staff compensation that is responsible to labor market and inflationary pressures; 4 – provide high quality programs that address health care, educator preparation and other high demand workforce needs; 5 – address critical, enterprise risks; 6 – provide funding for building reserves so that the systems budget priorities for the next fiscal year or next biennium.

**Health Insurance:** There has been an announcement that the State Health Plan has awarded the contract to Aetna beginning 1/2025. The last four decades, Blue Cross Blue Shield has held the contact.

**Vice Chancellor Student Affairs:** The Board of Trustees has appointed Dr. Brandon Frye as ECU's next Vice Chancellor for Student Affairs. He will be replacing Dr. Virginia Hardy, who retired after many years of service at ECU. Dr. Frye currently works as the Vice President of Student Affairs at Stephen F Austin State University, and he should start work here on February 1<sup>st</sup>.

## Quality Enhancement Plan

Purificación Martínez, Director of QEP

A new institutional initiative, which is called the Quality Enhancement Plan. One reason is shared awareness about the initiative because the entire campus needs to know about this initiative, what it is and what are the purposes and the 2nd reason is to offer to those of you who actually are working with students, teaching them in their COAD 1000 classes and an idea of what are some of the opportunities that the QEP will provide to you as ways of professional development. The Quality Enhancement Plan is called go intercultural, communicate, collaborate, celebrate. In March, you are going to start seeing lots of images and a lot of information about these. The QEP is directed by myself, Purificación Martínez, and my colleague. We are currently in year zero, the planning year of the QEP. One of the things that you might imagine, or you might ask yourselves, is, what is a QEP is? Chair Powell indicated QEP stands for quality enhancement plan and is a university wide plan for improving student learning over the five-year period. As I mentioned to you beginning in 2023, we will focus on increasing fostering students' intercultural competence. It is a key element of our reaccreditation process. Our QEP was designed around two specific points; one that prepares students with the knowledge, skills and values to succeed in a global multicultural society and one in which it talks about the development of tomorrow's leaders to serve and inspire positive change. If you want to look at intercultural competence, we use a particular rubric. Basically, when you want to think about intercultural competence, what we are talking about is the capability of communicating effectively with people from cultural backgrounds different than your own. I don't want you to think about cultural background in a very narrow sense, in the sense that you want to. When we are talking about people who are from different countries. Cultural backgrounds can also have to do with issues related to race, gender, sexual orientation. One of the things that we know for the literature is that exposure to intercultural competence is not a thing that can happen. Only once that it must be great, iterated through the entire career of the students, and that as you are very well. Now for the work. Explains spaces that you inhabited all of us, whether we like it, we are aware or not, are living in an intercultural world. We are always relating to people with different cultural backgrounds than our own. You will see that it's necessary to develop this competence, these response to a societal need. I just will highlight for you that 93% of employers think that students who graduate need to have the ability to communicate and collaborate with people from different cultural backgrounds. Now what we are proposing is to have an explicit introduction of what intercultural competence is and when that introduction happens to the students for them to develop their own personal growth plan, we want to incorporate intercultural models in rigorously selected courses and high impact practices. When we talk about intercultural courses or intercultural high impact practices, one of the things that we want to do is to train faculty and staff in intercultural competence because what we want, what we need is for the entire campus to have a common vocabulary and methods to increase these skills. The path that is students will have to add intercultural competence and I talked to you about budgets and every single step of the way. I talked to you about the fact that we need to train faculty and staff, and this is what is going to be happening in what will be a year summer institute related to intercultural competence. The first one is going to happen May 8th to May 12th and the call for participants will take place in February 2023. This is something that is related to adopting an intercultural framework included by, but not limited, redesigning an entire course, redesigning a module for a course, implementing best practices and study abroad, short or long term, best practices in Community, engaged learning, which is something that some of you might be doing and best practices in intercultural competence. In undergraduate research project and these also will include as I mentioned before if you are teaching the COAD 1000 courses. The people who take part in the Summer Institute will learn from national experts in designing and implementing intercultural curriculum will receive an intercultural toolkit, specifically design for the discipline or what they are

intending to do with the intercultural competence will collaborate with ECU experts and colleagues on their redesign project and also receive a stipend. The stipend that we want to offer is a stipend of \$1500. But besides this stipend, as I mentioned, one of the things that happens is that before the Summer Institute the person selected will attend a three-day seminar that cost \$2000 and after that you will receive a professional accreditation that is recognized internationally, showing your ability and knowledge in intercultural competence. You will see here that what intercultural competence these project gives back to pirate is marketable skills to students, professional development for faculty and staff. Again, there is internationally known and professional certification to faculty and staff as well. We have a very varied group of Members in our steering committee, many of them staff members, representation from all the colleges. As you can see there is a great deal of representation from Student Affairs, Office of Global Affairs of Office, Office for Faculty Excellence, and Office for Equity and Diversity.

## Executive Committee Updates

Staff Senate Executive Committee

**Aisha Powell** – Board of Governors will be meeting 1/18 & 1/19. The Chair of the Staff Assembly will be presenting a report to the Board of Governors on behalf of the staff of our seventeen institutions and it will be live streamed. It will be available on the UNC System website. The Board of Trustees will have their next meeting on 2/2 & 2/3. Our executive committee will be attending the meeting on Thursday afternoon, and I will provide a report on Friday, February 2<sup>nd</sup>. As a reminder, you all can attend these meetings as well. The meeting zoom links are provided on the Board of Trustees website. Human Development and Family Science Department and the Child Development lab has received a grant that will allow employees to participate in coordinated drop-in childcare Monday – Thursday from 6:00-9:00pm. We will start sharing information on how you can participate in that towards the end of the month. ECU is currently in the process of refreshing the strategic plan. I serve on the strategic plan committee and would like your feedback. There is a website, a YouTube video, and a survey for you guys to view. The Chancellor's Diversity, Equity & Inclusion (DEI) Commission student access and success subcommittee is ready to present their recommendations. The Co-Chairs of that committee will present their recommendations at our meeting in February.

Board of Governors: [www.northcarolina.edu/apps/bog/index.php](http://www.northcarolina.edu/apps/bog/index.php)

Board of Trustees: [board-of-trustees.ecu.edu/upcoming-dates/](http://board-of-trustees.ecu.edu/upcoming-dates/)

ECU 2023-28 Strategic Plan Refresh: [strategicplan.ecu.edu/ecu-2023-28-strategic-plan-refresh/](http://strategicplan.ecu.edu/ecu-2023-28-strategic-plan-refresh/)

Strategic Plan Video: [www.youtube.com/watch?v=WJuXy-fBWR8&feature=youtu.be](http://www.youtube.com/watch?v=WJuXy-fBWR8&feature=youtu.be)

Strategic Plan Feedback: [ecu.az1.qualtrics.com/jfe/form/SV\\_6R1CqXT1WB2vjci](http://ecu.az1.qualtrics.com/jfe/form/SV_6R1CqXT1WB2vjci)

Chancellor DEI Commission Sub-committee: [deicommission.ecu.edu/subcommittees/](http://deicommission.ecu.edu/subcommittees/)

**Dana Lopez** – Dr. Brandon Frye will start his role as Vice Chancellor for Student Affairs on February 1<sup>st</sup>. The executive committee is working on scheduling a meeting with him so that we can assist with his transition and acquaint him with Staff Senate. We had a great opportunity to further develop our relationship with Faculty Senate during the Vice Chancellor interviews so to keep that going, we plan to host a Faculty & Staff Senate mixer soon.

**John Southworth** – update will be surrounding the link on the Staff Senate home page, Let Your Voice Be Heard, where people can submit anonymous feedback to the Staff Senate email. We have been reviewing this feedback regularly but wanted to take more of an active role and providing the feedback and follow up to the Senators. The first one that we have been currently working on is about full-time staff members who also teach a course on the side. We have been working with HR to try and improve the communication and information sharing process with everybody involved. So, we can get that process streamlined and create a good experience for all parties involved. Another

feedback item that we received was the proposal of a coffee plan from ECU Dining to be added to the meal plan options on campus. Executive Committee did research this and discuss with ECU Officials and discovered that is the thought of the declining balance option that is already offered. The declining balance option allows the purchase to also be tax-exempt. Income based parking was mentioned since UNC Chapel Hill does it and ECU now does an income-based membership at the recreation center. We have discussed this with top level officials, and we have agreed to do more research on this topic. Another feedback topic that has been proposed is an equitable funding pool or event planning for retirement parties for anybody that wants a party and not because the department does not have the funds available.

**Joseph Moore** – Just wanted to share with you the treasurer’s report that was sent out. We had to move a charge from our state fund to our discretionary. As you can tell, we still have a rather large balance that we’re waiting on from the Systems Office for the UNC Staff Assembly. We did receive a partial payment right before the break of about \$674. I have reached out to the System Office, and they’ve apologized for their lateness on taking care of that transfer. I have been assured that they will get that resolved next week. We had a chairs meeting earlier this week where we shared items that are coming up that we may need. The chairs have been notified to please let us know as you have other charges coming up for the rest of the year, so we can use our funds accordingly.

**Jennifer Jones** – During the Winter Coat Drive, we collected 106 coats and we dropped those off at the ECU Community School on January 4<sup>th</sup>. Just in time for the students to get them once they returned from Winter Break. We had 19 locations across campus and the top collector was the School of Dental Medicine.

**Tyler West** – We are now starting to launch out our swipe out hunger program at ECU this semester. The program will allow students to donate excess meal swipes to other students via the Purple Pantry. If they are an on-campus student, they would have the purple plan and they can donate two of their guest swipes. If they are an off-campus student, then they have the gold plan and they can just donate two of their regular meals. We have been doing a tabling all week at Todd and West End to try to get the word out as well. The new SGA Campus Safety Committee was formed by leaders last semester and will begin regular meetings throughout the upcoming semester. The purpose of the committee is to make a safer community for all by writing legislation and collaborating with the ECU Police Department. We also had Chief Barnwell come yesterday to introduce to us the safe zone app. You might hear about that more, but it is currently under development, and they are here all week at the student center. The SGA Academic Affairs Committee is currently working on legislation to make the university absence policy more fair to students. Certain colleges get to dictate their own rules when it comes to that, and it creates a very confusing process. There is soon to be a push from SGA against a certain degree of programs requiring internships that do not compensate students. This is because of rising tuition costs over the past few decades, a lot of people 20-30 years ago would have been able to manage doing an unpaid internship but with this modern era, some students cannot afford the extra work without pay, so that is something that is on our agenda to think about too. Me personally, I will be working with ECU campus operations to write legislation and support of an increased focus on sustainability. Then the elections will be held next month for our next student body president and Vice President.

## **Committee Updates**

**Bylaws (John Southworth)** – Working on the succession plan for the executive committee if somebody in an elected position must leave. We hope to finalize it at least within the committee and we will share with the executive committee over the next month.

**Communication & Marketing (Melissa Parks)** – We encourage everybody to follow us on Instagram (<https://www.instagram.com/ecustaffsenate/>) and Facebook (<https://www.facebook.com/ECUStaffSenate>)

**Diversity (Amy Bright)** – We have one more event on the calendar for the year and that is our Women in Leadership event. We are partnering with the Women and Gender Office for that so we will have Chelsea Hargrove at our next meeting to select a date for that event.

**Human Resources (Loretta McDaniel)** – The Staff Emeritus nominations, we have 6 nominations this year and we are almost through the approval process through our human resources department. Once we get that, it will go to the provost and then the chancellor. We are following the state employee insurance change so as if we learn something new, I can reach out to Aisha and let her help us get it out there to everybody as we learn something. For the community outreach part, we are looking into this a little bit more and want to be careful of the patients due to low immune systems and with COVID flu and other illnesses going on that is rampant right now. We just want to be careful, but we are looking at doing some other things like collecting items for the Hope Lodge Hospice House and the Ronald McDonald House. We found out there is several opportunities in our school systems that need volunteers to help read to students and do some other things to help teachers with students.

**Membership (Joseph Moore)** – Membership nominations are in the process and open right now. They are open until the 21<sup>st</sup> of January. There have been a couple of emails sent out so please feel free to go in and nominate yourself or a coworker. After we closeout nomination on the 21<sup>st</sup>, we will vet them through Human Resources as our normal procedure and then it will roll over to open elections. Please make sure and nominate in the two areas that we are critical and in need, Brody & Athletics. Will you reach out to senators whose term is expiring? Yes, emails have been sent to those senators.

**Leadership & Professional Development (Lauren Thorn)** – We are continuing to work on the BALL event and are in the final steps of securing our speaker. We have a couple of asks out and are just waiting to get confirmation. Once we have that in place, we will continue to be able to promote that event. It will be that second week of April on the 11th or the 12th. Our second focus for this semester has been partnering with Human Resources and Rob Weatherly and we have been able to secure him to come to the May meeting. We will talk with him about what topics would be helpful to cover with our group and what he wants to promote. Then we will also be brainstorming some ways to get connected with the professional development opportunities that HR is already putting out there, specifically focusing on some that will be relevant to staff members.

**Recognition & Rewards (Amy Eason)** – The Staff Appreciation Week is closely approaching in April. As the committee was discussing previous years and reviewing feedback from last year's survey, we decided to open it up for the entire month of April. Some of the events that we are looking at holding are the movie night, which staff members can bring anyone, including their kids. The award ceremony that we are going to be holding. We are looking at hopefully April 14th or April 28th baseball game where we get discounted tickets. We will still have the cookout on West Campus and have the meal vouchers for employees that are working on main campus for the dining halls. That would still only be obviously the cookout for one day, and then the meal vouchers will only be for a week in April. The BALL event. The HR presentation about our pirate perks. It's still in the planning works, but I'm very excited about this that we get the branch out and have a whole month of celebration.

**Question – Last year there was an issue with getting the funds to pay for the staff meal vouchers. Would there be enough in the budget to pay for every staff member to receive a voucher this year? If not, what is the number that we can provide?** We do not have the funds to supply a voucher to all staff members. What we did last year is sent an e-mail out to the entire campus and ask them to RSVP if they wanted a meal voucher, the Health Science cookout or neither. We will send out that same email this year and encourage everybody to share with staff members. We will work on a strategy to make sure facilities and housekeeping are aware. Last year there was a signup sheet for facilities and housekeeping, so they didn't have to access a computer to sign up.

**Will there be a limit like there was on the Wellness Walk to ensure that we don't have too many people sign up?** We will investigate the numbers, but we have allocated more funds than last year for Staff Appreciation. We do also have some buffer just in case.

**Scholarship (April Rouse) –** The scholarship committee will soon be reviewing applications. These scholarships are a great way to help reduce your costs and speaking of cost, these scholarships are available in large part through the funds that we received from our fundraisers. We have a great fundraiser coming up next Thursday the 19th at Pirates Popcorn, we will receive 20% of those donations. It will run through their entire business day from 10:00 AM to 5:30 PM. There will be a bucket inside where you can place your receipt. You can also put cash donations in there as well. The next fundraiser that we will have will be at Panera Bread on March 15th. More details will be provided as we get closer to that date. One that we're really excited about is our auction. We are in the process of pulling things together so that we can have a live date of April 1st and once we get everything in place, we will send out emails and information on that.

**Adjourned**

Aisha Powell, Staff Senate Chair

**Next Meeting**

February 9, 2023 at 3:00pm via Microsoft Teams

**Meeting Link**

<https://studentsecuedu66932.sharepoint.com/:v/s/StaffSenate/EZ2NfN9t-sZHjTFP9Mcy9aUBPmGy6pca2MDFhOv9xAHF7Q?e=LamG1w>