

**Staff Senate Monthly Meeting**  
**February 9, 2023 at 3:00pm**  
**Virtual Attendance via Microsoft Teams**

**MINUTES**

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

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

**Campus Update**       Dr. Philip G Rogers, Chancellor

**UNC Board of Governors Updates**

- We have a new tool for the enrollment space, raise the enrollment cap for the nonresident out of state students to 25% with the change effective for the 23/24 academic year and it moves up that enrollment cap by 7%. We will always meet the demand for qualified in state applicants first. We'll start to steadily grow that to the new cap of 25% as the demographic changes take place.
- We went thru the process of the first review of the draft legislative budget and policy agenda for the University of North Carolina system. It was presented for information and discussion by the board, and it's going to be an action item at the Board of Governors meeting in February, when we go back to Raleigh
- The Board of Governors will ensure that faculty and staff salary increases remain a top priority for the University of North Carolina. The proposed request is to fund salaries commensurate with other state agencies. We're also asking them to provide another set of funding to support some additional labor market adjustment reserve opportunities in addition to some operational costs that we think could be supported because of some inflationary related increases that are happening around the state.
- One legislative priority, focused on how we can better support the healthcare needs, particularly underserved areas of North Carolina by advancing our primary care workforce. This involves taking steps like expanding the class size of our medical school, potentially doubling our physician assistant program through a digital option, supporting more preceptor clinical sites for nurses so they can take what they learn in the classroom and go out into a clinical setting and be able to apply that knowledge. We're even considering opportunities on how we might be able to support the mental health needs of the people of North Carolina by expanding our psychology program and services associated with that work. Health focused priority serving the needs of the people of North Carolina.
- Another tool in our toolbox that we hope that the legislature will invest in related to enrollment is a proposed priority to creating merit-based scholarship program that would be met with matching private dollars. To specifically help us to recruit students from eastern North Carolina and keep them here in eastern North Carolina and

encourage them and their parents to come and engage in their college experience right here at East Carolina University. Incentives, financial incentives matter in terms of student and parent choice.

- The Board of Governors Committee on Governance considered several revisions to the political activities of employees policy, and they've proposed some new language. As I understand it, the language would prohibit compelled speech on matters of contemporary political debate or social action a condition of admissions, employment, or professional advancement, and from a process standpoint.

## Campus Updates

*Vice Chancellor for Student Affairs* – Dr. Brandon Frye started on February the 1st  
*Deans searches* – College of Education, the Graduate School, and the Honors College. I encourage staff to fully engage and the opportunities to meet those candidates as they come on board.

*Strategic Planning* – Dr. Sharon Painter, Interim Chief Research and Engagement Officer, provided our Board of Trustees recently with an update on our work to refresh our ECU strategic plan. We have a planning committee that is underway on campus, it's led by Dr. Painter and Dr. Ravi Paul in the College of Business. It includes your wonderful chair, Aisha Powell, and it also is complemented by a separate advisory committee, which is much more broadly representative across the entire campus. All the colleges and schools and key units sit at the table of the Advisory Committee to ensure that our strategic planning work is going to be operationalized in a way that everybody can really see and feel themselves as a part of the plan. The campus has two opportunities to provide their input, a campus survey, and an open forum.

**Q:** I was listening at the Board of Governors meeting, and I know one of the Governors mentioned Kitty Hawk and wanted to know an update. Can you tell us a little bit of what we should expect from that report?

**A:** We are soon going to be having another board meeting of Kitty Hawk in the next couple of weeks. At the next staff Senate meeting, I'll be able to give you the full download of where it's going and how we anticipate that evolving. It's really happening on a campus-by-campus level. Most of the movements that are happening with each individual campus is related to the capacity that those campuses must deliver online education already. We have a team on campus that has hosted the Kitty Hawk group on several occasions and they're in sort of an exploratory mode. I know that one campus has already signed a letter of intent. I think we're likely moving in that direction.

## DEI Student Access & Success Subcommittee Presentation

Bhibha Das – Subcommittee Co-chair; Associate Professor of Kinesiology, College of Health & Human Performance

Todd Fraley – Subcommittee Co-chair; Interim Dean of the Honors College and Director of the EC Scholars Program

Our charge was to consider the key research, data, information, and community perspectives to develop a set of recommendations that will eliminate inequities, inform the university's strategic planning, and contribute to a more equitable, inclusive, and diverse ECU. The way we did this was through three main activities: guerrilla surveys, listening sessions, and data/analytics. The four objectives that we have come up with are to define, evaluate and assess the terms of student success and student access; to demonstrate a systemic commitment to DEI issues through institutional, long term sustainable program and policy changes; to develop university and community resources through a coordinated care network to improve student success and access as there's currently a siloed approach to DEI initiatives across the ECU campus community; to understand, analyze and create institutional systems that foster student success and student access because it prevents in

student success and access require policies. Our focus on this committee right now is student centered.

**Q:** Our next presentation is going to be on the strategic plan. Have these recommendations been officially shared with the Strategic Planning Committee, and if so, how could they be worked together? Or how is the information going to be used to inform the committee?

**A:** There's overlap I think with the work that's being done there and the work we're doing based on personnel and people that we have engaged in our conversation. We have learned there are lots of different initiatives occurring right now that are touching on the same topics, but maybe in different ways and we are trying to find ways to make sure that there is more collaboration so that individuals across camps are not dealing with survey fatigue. We are trying to be a little more intentional and a little more collaborative moving forward as we all are trying to gather important information.

**Q:** One of the things that I had some staff members talk with me about is the UNC Racial Task Force recommendation that had a lot of stuff about student access and student success. Was that examined when forming these recommendations? And if so, how is that done? Is there any alignment with that?

**A:** One thing that we have talked about is having that sort of a resource or a space on campus repository. So, we know that that type of information doesn't get lost. One of the things about the repository that we'd like to import to be is a dynamic repository so that we are not sending people to deadlinks.

**Q:** When will the final report be submitted? And once the report is submitted, what are the next steps for the subcommittee after that?

**A:** We are going to spend time getting feedback and encouraging people to do the survey. We are doing five more events on campus. We will then revisit that information we've gathered, make any changes that we feel are necessary to this document, then that gets submitted to the DEI Commission. From there, the DEI Commission will then present to the Chancellor and the Academic Council. I'm not sure really if they're going to wait for the other two subcommittees to finish before the entire report is presented.

## **ECU Strategic Planning Update**

Ravi Paul, Ph.D. – Co-Chair of the ECU Strategic Planning Steering Committee

The Strategic Planning Committee provides regular input throughout the strategic refresh, gives feedback on planning documents, advises on day-to-day operations, and serves as key point of contact for AGB team. Members of the committee included co-chairs Sharon Paynter and Ravi Paul, selected divisional representatives, Staff Senate chair, Faculty Senate chair and IPAR representatives. The responsibility of the committee is to be the “authors” of the strategic plan and meet regularly to incorporate inputs and recommend changes. The three phases that we planned out for this process are assessment; visioning; and implementation & unit communication. Some of the strengths that were highlighted for us included a strong sense of community, a reputation for financial stewardship and that ECU is a great educational value. Our commitment to talent, innovation and our place where we have ground us as a regional asset that brings both expertise to bear on the challenges and a place for students who wish to study with us. Pirate perspectives participants also raised several areas of concern, employees are working hard, managing their workloads in resource constrained environments with changing leadership and structure. The profile of an ECU student is also changing from what was before the traditional cohorts of early-stage adults going through a residential college experience to online adult learners, first generation

students and others with different perspectives and expectations. We need to innovate and adapt to remain competitive. Our campus stakeholders believe that we must look for new funding resources, improve the diversity, equity, inclusion, and belonging of our workforce, and stand ready to compete with other UNC system campuses as well as other institutions attempting to take our market share, especially in the online arena. While there may be new ways to think about achieving the mission at its core, this purpose does not change. We think about what vision we see for our campus. What do we strive to be in five years? And finally, our values provide the culture and the action, the guiding principles beliefs, an action to propel us forward. I will present the mission, vision, and priorities for 2023 – 2028. We have mission and vision broken up into two sections. We have the university motto, “Servire: To Serve”. We have our mission priorities, which I mentioned are not changing. We’re staying true to that mission. We have our vision statement, “Future Focused. Innovation Driven.” To be a national model for student success, public service, and regional transformation. We will continue to maintain a focus on those areas that are core to our mission, while also turning an eye towards what we aspire to be. At the intersection of these mission vision and values, you'll find our priorities. Based on the survey results, there was considerable agreement across all stakeholder groups that these priority areas resonate with ECU faculty, staff, students, alumni, and others. A cornerstone of our mission is our commitment to students. Our success will be measured by the success of our students. Going forward, we expect the focus to remain on retention and graduation rates. In building transformative learning experiences and in meeting workforce demands. Our commitment to serving the public relies on strong, trusted partnerships with Community and industry. We can be a place where adult learners learn new skills that make them more competitive in the workforce or more interesting at neighborhood parties. One of the common threads in surveys, as well as the feedback loops, is that ECU must care for its workforce while committing to growing workforce for the industries that we serve. Understanding what supports can improve staff, faculty and student well-being has the potential to pay great dividends. Similarly, ensuring benefits associated with increasing diversity, equity, inclusion and belonging in recruiting, hiring and retention strategies can be a way to improve and employer as well as the entire educational institution. Finally, a broad and deliberate focus on rural health and well-being strikes at the heart of who we are and where we live. Whether this consideration is on bolstering the needs of a rural population, expanding access to healthcare Wellness options, or taking a comprehensive approach to well-being initiatives from literacy efforts to social connections to places and spaces for physical activity, or the kinds of sustainability efforts that preserve and enhance our environment, this is an area where ECU can shine. The next steps that what we have in place right now are subcommittees working diligently to define objectives and identify metrics, we will have a community town hall meeting on February 27th then in mid-March we will review the feedback and then plan to present this to the Chancellor and Executive Council on March 17th.

**Q:** I know our funds are often tied to our mission goals and objectives of our strategic plan. How has the committee or are they using the physical Space Sustainability report to ensure that alignment?

**A:** The charge for this strategic planning committee did not include financial analysis and inclusion of financial allocations towards the plan.

**Q:** Where we are in terms of everybody else in the UNC system? How does our proposed plan compare to plans either proposed or used by others in the UNC system or even at the system level, the strategic plan of the whole system?

**A:** Between now and when we deliver the whole thing, one of the goals we have for the planning committee is we are going to be looking at the UNC overall system plans and identifying alignment between that and our strategic plan.

**Q:** What has changed between the old plan and the draft plan?

**A:** Not a whole lot has changed, especially on the mission side. We are really looking at the metrics from the previous five-year strategic plan, we are going to be tweaking some of the objectives and some of the measures to measure those objectives. On the vision side, they weren't really laid out as a vision statement with vision priorities, but those were emphasis areas in our previous strategic plan as well.

## **Summer Camps & Conferences**

Brandy Daniels, M.Ed. – Associate Director of Campus Living  
Omari B Tait – Associate Director for Youth Programs & Special Populations

Now is a perfect time to begin starting that process, or if you have questions to begin reaching out to us so we can help with that. Brandy Daniels does more of the organizing, contracting any type of housing and dining during the summer. She would be your contact if you're interested in having a camp conference or retreat, a workshop using grant dollars or university funds, whether you are an internal group or external group. We'll be hiring shortly, so if you are aware of any students who might be looking for summer work, that will be staying on campus and then also some will be able to work for hourly pay during the summer, we're interested in getting a diverse group of students that can help us this summer with our summer camps and conferences. Omari Tate is the assistant director of youth programs and special populations. He oversees all the compliance when it comes to any program that is ran by a university employee or anybody that relates to the university. He pretty much works the compliance piece when they are having any minors involved in that. There's just a quick registration that we ask you to fill out to do that. The earlier that you figure out the process and get it started, the easier it will be, and we are here to help anybody during the process.

## **Executive Committee Updates**

Staff Senate Executive Committee

**Aisha Powell** – The UNC golf tournament, they raised \$95,000 last year with the net profit of \$59,507.00. This year's tournament will be held on Tuesday, September 26th at Brian Park course in Greensboro. We'll try to have a staff team this year. We will welcome any staff member who want to participate on our team to represent us during the UNC Golf Tournament. We were able to provide a scholarship to one of our staff members here and we will recognize them with our other scholarship recipients in April. I'm also serving on the HR working group and that HR Group met one time to talk about bottlenecks and recruitment and other retention while recruitment strategies. When we first met, we discussed some different ideas, some different challenges. We met two weeks ago, I believed to discuss those further and we decided moving forward we'll work as an entire committee around this HR recruitment instead of breaking out and subcommittees because we thought it would be better to address each area collaboratively. I will provide updates as we move forward with that work on that committee.

**John Southworth** – My first update is related to the Faculty Senate and Staff Senate mixer that we had. Thank you for everybody who came out. We had about 20 people between both senates. We had a lot of great discussions. One thing that came out of that is that the Faculty Senate has said they want to host something to appreciate the staff during Staff Appreciation month. That's a unique aspect for staff appreciation and other things too. We talked about some common things that we could work on, and we hope that we can do another one of these in the future. The other thing I'll mention is the remote work website. (Shares screen of website) Alright, so it is live and on human resources website. You can get to it by either clicking the drop down for employers or for managers and it will give you a flexible work arrangement link that will take you to the main website and it's kind of a catch

all be all information hub for flexible work arrangements. Of course, that flexible worker arrangements includes both flexible work schedules as well as teleworking. You look across the menu, you'll see that we have information about work schedules on this side. Here we have some FAQs and rules that have evolved kind of been culminated and brought together into one place. We have information about the different tools that are utilized by our employees to do their remote work. Microsoft Teams, which of course we're in right now, Cisco Webex for our phone and conferencing system, OneDrive, Pirate Drive, our VPN service through Cisco any connect as well as other additional services that are people are using more now DocuSign, Microsoft Planner and Microsoft to do and then the entire Microsoft Office 365 suite is available to you. It can be very useful to anybody who's teleworking, so all information on all of those, as well as links to get more information, support, and training on those through ITCS is available on here as well. Training this is more geared towards supporting employees and supervisors who are doing flexible work and more specifically remote work. If you're looking for professional development in that area, here are some great resources that you can use to kind of tick those boxes and learn a lot of good information about how the world is changing in this way for remote work, and then as well as all the forms we kind of just pull those together. The website has links to the various forms that to be filled out for use with remote work.

**Joseph Moore** – Treasurer's report was sent out with the agenda. We just had a few transactions this prior month. We have received a partial reimbursement from the UNC Staff Assembly for Delegate Travel. Some of you may not be aware the UNC staff Assembly does reimburse the university for the events that they hold. We cover the travel, but then we get reimbursed from the UNC Staff Assembly. We have a balance that I have checked on and they do apologize, but I'm told that the transaction is coming, and they have processed it, so I'm expecting this month to get that cleared out. The other expenses we've had is our polos that we ordered, we had a few items on backorder and were waiting to see if they were going to come in. Some senators have asked about name tags, the executive committee talked about name tags and since we're meeting virtually, there's not a need to have the expense for name tags. Previous years we've spent as much as \$300.00 covering name tags for all the senators for in session, but when we get to meeting back in session, I'm sure the executive committee will readdress that. We did have a couple of payouts for our scholarships that were awarded last year, so those charges have hit the account and other than that, that's about all we've had this past month. I know activities are kicking back up so I encourage everybody to work together on the budget. Contact me if you have questions about previous expenses. As a reminder, events that require a room on campus will have a reservation fee.

**Jennifer Jones** – Just as the Staff Senate held a mixer with the Faculty Senate, we are planning a lunch for the Staff Senate Executive Committee and the SGA Executive Council. This lunch will be held sometime in March after their new committee has been elected so that we can continue to discuss with the SGA in ways that we can partner and better the University. Also, if you have any concerns or ideas on how to improve staff work experience, we would love to hear it and we do have a link on our website. Let your voice be heard. You can submit an idea. There you can do that anonymously if you would like, or you can e-mail us at [staffsenate@ecu.edu](mailto:staffsenate@ecu.edu).

**Tyler West** – SGA updates – We're currently working on a few different resolutions right now to improve student life. One of the first ones we introduced yesterday was the course credit and internships resolution. Basically, we realized that some departments choose make students choose between getting course credits or getting paid for their internship and some just do not allow you to get paid at all, even it's from outside of the university. So, we're passing legislation to make it so that it is optionable to take pay from that or course credits. Just so it's more fair to students who come from a background where they may not be able to afford to take opportunities that are unpaid. We just want to have that option available

for students as well. We also introduced our Equitable Dining services resolution that was in occurrence with Ramadan, which is in the upcoming month of March. We wanted to make sure that students had the option to take meals to go to accommodate for Ramadan because there are students who express that concern with some of our directors and SGA, so we wanted to do legislation for that. This last piece of legislation coincides with the strategic plan, I personally was working with Chad Carwein to make sure that the university, when they go into their next phase of picking objectives and commitments and goals, that sustainability be one of them. I passed a little bit of information about redefining sustainability within use on campus and its importance in our strategic plan.

Voting Rules – since this is not a secret ballot, the chair can put the words, yes, no, and abstain in the chat, senators would then thumb up their vote. The secretary could then tally up the votes clearly.

## Committee Updates

**Bylaws (John Southworth)** – The purpose of this bylaws change recommendation is based around the idea of succession of executive committee members, executive succession of committee chairs and what happens when somebody leaves. Bylaws Succession planned is attached to minutes.

**Motion:** (John Southworth) To move to vote on the proposed Bylaws changes.  
22 in favor/2 opposed/0 abstentions. Motion Carries

In recent years we've kind of solidified in the bylaws our relationship with the Faculty Senate. The suggestion that had come up is that we do the same thing for SGA. We are going to investigate this topic more and consider looking at in the future.

**Communication & Marketing (Chad Carwein)** – Staff Senate website is constantly being updated. We are putting the meeting agendas, minutes, and recordings; updating the pirate perks; and any relevant flyers. If you haven't already, please follow Staff Senate on social media. Aisha Powell suggests to the committee to look at the other UNC Systems Senate website's and see how our website compares. Is it user friendly, what are some cool things that we can add, ideas like that.

**Diversity (Aisha Powell)** – We are going to move forward with our ECU Women in Leadership Panel that will take place in April and a flyer will be coming out with details. The panelists have been identified for the Women in Leadership Panel and we will be sharing that out. There will be a in person option or hybrid option. So that information will be sent out later this month. This is our second annual Women in Leadership Panel.

**Human Resources (Loretta McDaniel)** – Staff Emeritus nominations are in. We have five confirmed nominations and they have been approved by Human Resources. They have also been approved from the different divisions and now we are waiting approval from the provost and then we move to the Chancellor for the final approval. Once the final approvals are in place, we will put the order in to get the plaques and we have been working on getting different incentives to give to the different nominees. State employee health insurance change. On January 28th an updated e-mail was shared on the latest information that they had heard from the interim executive administrator who signed a protest rejection letter from the plans perspective and that RFP is final and Aetna is the chosen vendor and will take effect on January the 1st 2025. That has also promised to be transparent and communicate with the Members throughout this implementation. Community outreach we are working with the Hope Lodge to get a wish list of much needed items. Ronald McDonald House are also a wish list of much needed items. We are finding out opportunities to volunteer at either the Pitt County Schools or the ECU Community School. The last two things that I have is HR's February development. Theme one was on leadership that Aisha wanted us to share about that and e-mail went out about that. The role

of the leader is to coach, guide and inspire others through motivation during challenging times and guide them through career progressions. If you're interested in this, you can look that up on the HR website. The other one is mindful ECU. Workplace involves practicing both self-care and compassion is important to take the time to meet your own needs while also being a colleague who provides support for others in healthy weights. This month we'll explore what compassion is, how to practice compassion, and how to be mindfully present at work.

**Membership (Jessica Emick)** – We've had 61 nominations come through and we are working through notifying the nominees and getting their supervisor approval.

**Leadership & Professional Development (Grace Tolson)** – We are in the very final stages of confirming a speaker and the event will be in ballroom B at the Main Campus Student Center on Wednesday, April 12th from 1:00 to 3:00 PM. We're really excited to be welcoming back to campus coach Ruffin McNeil, who will be coming to share his leadership experience and working through adversity. We do have some professional development sessions coming up that again the committee did a great job working with Rob Weatherly to confirm one will be Wednesday, April 26th 8:00 to 10:00 AM around that time and the Black box theater and the topic will be something along the lines of survival skills in the modern workplace. That will be open to everyone and there will be some marketing coming out ahead of that but did want to share that update that will be special programming put on. Rob Weatherly will be a featured speaker for our May staff Senate meeting and he will just be giving an overview of professional development opportunities and how to build and create personal development plans.

**Recognition And Rewards (Stephanie Stroud)** – We are hard at work at getting everything organized for Staff Appreciation Month. We have already confirmed that we will have discounted baseball tickets again this year if y'all enjoyed that last year. Of course, we're going to have the meal voucher and the cookout, and we're working on another panel for staff resources for mental health and other things that are available to staff that people may not know about, such as the tuition waiver and the Wellness collective. Once again, have the free week at campus Rec and Wellness. Of course, our very large, wonderful Staff Recognition Award ceremony. We will be sending out the link to nominate people from your division for that.

**Scholarship (Crystal Hildenbrand)** – We met last Friday to hold our deliberation meeting and completed the selection of the Scholarship award recipients. Pirate's Popcorn fundraiser brought in \$60.00. Our next fundraising event will be held on Wednesday, March 15th from 4:00 to 8:00 PM at Panera Bread. Mark your calendars for that, 20% of those proceeds during that 4:00 to 8:00 PM, time frame will go towards staff Senate. The committee is hard at work preparing for our online auctions that is scheduled to begin on April 1st for Staff Appreciation Month. Donations can be dropped off with Dana Lopez at the Aiken Student Center or Michelle Bone at Laupus Library.

**Adjourned** Aisha Powell, Staff Senate Chair

**Next Meeting** March 9, 2023 at 3:00pm via Microsoft Teams

**Meeting Link** [2023.02.09\\_StaffSenateMeeting\\_Recording.mp4](#)