

## Staff Senate Monthly Meeting

April 13, 2023 at 3:00pm

Virtual Attendance via Microsoft Teams

### MINUTES

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

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

**Motion to Amend** Chair Aisha Powell made a motion to amend the agenda to add a special vote after the scholarship presentation. No discussion. No objections. Motion passed.

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

Legislative Update: The House has approved a budget. Within that budget, they had faculty and staff salaries increases of 4.25% in 23/24 and an additional 3.25% in 24/25. If you all recall, the governor's budget was just a bit higher than those two rates combined. The Senate is next, and they traditionally come in a little bit lower than the House. In the House budget, there was not an allocation for the labor market adjustment reserve fund. If you all recall last year, there was a fund set aside for that. ECU's priorities from the Board of Governors were growing the primary care workforce and it is in the budget as 100% of what was requested. They also have identified non-recurring funds for a mobile medical outreach. As you know, this is a long process. I think the Chancellor referenced this as the third inning of nine inning ball game. So, we're just getting started. There is continued advocacy for salary increases equitable with other state agencies so we will continue to push that.

Strategic Plan Update: Thank you to everyone that has participated and provided input, whether they were an executive on the executive work group or attended the advisory groups to provide feedback. The goal is that we will launch the refreshed university plan later this month and then we will follow up with your units to create planning to align with meeting those objectives.

Admitted Student Day: Held last month, thank you to everyone that participated in those in that event, welcoming all the families and hopefully I'm presenting a positive experience for those students so that they would select ECU as their destination for their future. As you all know, we've stressed about enrollment here and how it's not just one person's job or one departments job, but it's all our jobs.

ECU Community Communications: An initiative that has been kicked off to shape our future for enrollment marketing strategies. They're going to be talking to staff, different populations of students, to understand what we are passionate about and the things that are positive for us, so that as they create our marketing material in the future it looks like us, it feels like us. If you all participate, there's some surveys going on. There are some face-to-face sessions. If you have time just to provide your input there, that would be greatly appreciated.

Board of Governors: Meet next week on the campus of UNC Pembroke. At the end of the month, April 27th and 28th, our Board of Trustee members will be present on our campus. Commencement: May 5th at 10:00am – One of our favorite days of the year. When we say farewell to all our successful graduates and send them on their way. Unit recognition ceremonies will be May 5th and 6th. Thank you to everyone that volunteers for commencement. I know there are tons of volunteers. I know student affairs plays a very active role in commencement and I know they can use as many volunteers as they can. I believe Chris Stansbury might be your point of contact if you're interested in volunteering.

Q: Senator Todd Inman, Admin & Finance: I have heard mention of the budget not being delayed until November and December like normal. What are your thoughts on this and how fast they are going to try to push that budget?

A: My understanding is that for us to benefit from the Medicaid expansion to the maximum capacity to receive some federal dollars, we need our budget approved at the state level by June 30th. I think that's one of the reasons why you see a very expedited process. I believe the Senate is expected to have theirs completed by the 2nd week of May.

## OED Presentation

Amy Waters, Affirmative Action Compliance Program Manager

Equal opportunity and affirmative action are required by law. ECU is a federal contractor and it's an institution of the State of North Carolina and this means that we receive funds from the federal government and are bound by equal opportunity and affirmative action federal mandates. These mandates outline these legal requirements that prohibit federal contractors and state institutions, including ECU, from discriminating based on race, color, religion, sex, national origin, disability, veteran status or age or genetic information. Required take affirmative steps to ensure equal opportunity in their employment processes and then there's a whole host of others that apply legal protections for equal opportunity to us. Diversity and inclusion all throughout ECU's mission. It's very clear that diversity and inclusion is critical to meeting our mission. A diverse curriculum helps prepare students for a diverse society. An inclusive climate provides students with exposure to various opinions and viewpoints and enhances student's sense of belonging. When we are educated by a more diverse faculty, we have higher levels of complex thinking and more positive interactions with faculty, and we're more likely to experience active and engaging learning environments and have greater educational outcomes. We know that when we have diversity of perspectives, it leads to more innovative solutions.

Estimated availability – comparing our workforce to those who theoretically could be in our workforce.

Lines of Progression – employees moving from one position to another and how they progress; helps identify feeder groups so that it'll help us better estimate who theoretically could be in our workforce by job group. Once we get those two pieces together, the workforce by job group and that estimated availability. We do various statistical analysis that help us compare the two and what we're looking for there is whether there's any significant difference between the two and if there is, we declare that we have what's termed underutilization.

EEO, executive summary – a quick look at the results and how they relate to the results over the years; SRA and CSS job groups that had underutilization. Color coding – yellow shading is cautions; red shading shows a problematic pattern that really requires intentional strategic approaches. There's a pattern of underutilization in this particular group and we need to be conscious and aware of that. But I also want to acknowledge the fact that our clerical administrative support job group has been historically female and it's predominantly female. When we think about diversifying our workforce, right, we do have underutilization, yes. The next slide shows us the EHRA employee job groups that have had underutilization for females and minorities. In this one, we see that the senior faculty ranks and titles in the

College of Allied Health Sciences have had underutilization of females for 8 consecutive years. And we also have a library services faculty job group that combines both the faculty from academic library services as well as law. This Health Sciences library and that job group has had underutilization for two consecutive years. That job group was combined a couple of years ago. We had previously had two different job groups for the library services faculty. We had one for the junior ranks and titles and one for the senior faculty ranks and titles. And because we were, we had smaller numbers. We combined those a couple of years ago to make for more meaningful analysis. Next, we have the group of EHRA non-faculty that have had had an underutilization and then in the current EEO plan we'll point out again we have our SAAO, senior academic and Administrative Officer, Job Group that's had underutilization of minorities for non-consecutive years. That's another area that's got that red shading that we really need to take a strategic thoughtful approach when we have an opportunity to do so. Individuals with disabilities – we are required to do reports and review the data - the federal government requires that we compare our workforce to a 7% workforce goal by disability status. There are several factors that play into our data as it relates to individuals with a disability. At any rate, we had seven of our EEO job groups that met our 7% workforce goal. We had a technical staff job group, a skilled staff job group, a service staff job group, a professional staff job then three of our faculty job groups met the 7% workforce goal. This tells us that most of our job groups did not meet the 7% goal and that spans all the different types of employees that we have here in the workforce. Results related to protected veterans - the federal government requires that ECU look at a hiring benchmark. We look at all of the hires that happened during the previous plan year to help us move forward and figure out how we need to move forward. We compare those hires, those veteran hires, to a hiring benchmark that considers where we're things like where we're located, the number of veterans that are in our reasonable area. After doing the research and analysis, we identified our hiring benchmark here at ECU to be 3.8% and we found that our veteran hires were only 2.54%, so we did not meet our ECU hiring benchmark. The state government, however, requires a slightly different evaluation of veteran data. For one thing, which are only focused on our SHRA workforce, they're not focused on our CSS employees or our EHRA employees. They are comparing the workforce total, not just new hires. When we look at the North Carolina veteran benchmark, which the Office of State Human Resources provides to us at 5.5% this past year, we found that our SHRA veteran workforce exceeded that benchmark and all but one of our SHRA employee categories. That was the technical category and that one we did not meet the benchmark. Those are the results and I want to make sure that we also all understand that all managers and supervisors are responsible for enforcing our notice of non-discrimination and affirmative action policy, including in assisting in achieving those EEO goals. How can we do this, and we'll look at some best practices and tools that you can use. One way is to be informed by telling your department and those that you represent about our EEO plan goals. We talked about why diversity, equity and inclusion are important to ECU. Talk about those things with your department, with those that you represent with prospective applicants and others, just simply talking about why it's important at ECU. It could mean something as simple as getting involved with professional or career related associations or related groups that actively support marginalized or underrepresented communities, meeting with students at schools that award high numbers of degrees or certificates to a diverse student body. Some other best practices and tools that you could use, such as knowing how to translate military skills to civilian jobs, and this is important. We talked a minute ago about how we didn't meet our hiring benchmark as it relates to protected veterans. This would be a good example of a way that you could become more familiar with translating military skills to civilian jobs that could really make a big impact in outcome. Some of the ways that you can do this are making sure that you understand the requirements for the position and then become familiar with military jargon that's used in the application. The Department of Labor has a nice military skills translator and it's very user friendly and it's helpful in helping you better understand the skills that maybe we don't automatically think about that someone gains in their military service. That

could transfer into our jobs and then making those connections between the skills that are gained in service and the skills that are needed for our positions here. We'll make sure you get that link, those common transferable skills. Some examples would be leadership and self-sufficiency, things like effective communication, which is so very critical technology skills and problem-solving skills as well as teamwork. Additional best practices to think about are providing useful information and resources, particularly to our applicants, but also to new hires. Things like cultural resources in the area, for example, grocery, Asian and Oriental grocery or food markets that are in the area, places of worship, such as the Hindu Temple and the Peace Presbyterian Church which are here and offer Spanish and Korean services. We also have employment resources for veterans. Things like military leave and veterans preference and the GI Bill and the related employee education, and there's offices on campus that can help support our veterans here on campus. Help both your applicants and your new hires get connected with Employee Resource Groups. You can simply do something like let applicants or maybe the people that you're going to interview know about our employee resource groups and offer them the opportunity to meet with them. Just a just a way to make them feel welcome and an opportunity to connect with somebody else here on campus.

## **ECU Sustainability Program**

Chad Carwein, LEED GA, University Sustainability Manager

Senate Bill 668 established that all public institutions shall start tracking energy use and setting reduction goals with a 2003 baseline year. House Bill 1292 enables public universities to carry forward energy savings to invest in future energy conservation measures. In 2009, the UNC system establishes sustainability policy, and we established the first ECU sustainability committees comprised of students, staff, and faculty. This policy also established sustainability as a core value for each of the 17 institutions in the UNC system. It also mandated that each of them names a Chief Sustainability Officer, which for ECU is my supervisor, Griffin Avin, the director for facilities on Health Sciences campus, and it also set specific goals. For instance, carbon neutrality by 2050. Fast forward to 2018, just a couple of years after I started at ECU, Governor Cooper's office or administration issued Executive Order number 80, which mandated that state agencies achieve 40% energy reductions as well as greenhouse gas emissions reductions by 2025. It also set a goal of registering 80,000 electric vehicles in the state of North Carolina by that date as well. In the same year later in the fall, we published the first sustainability plan for ECU and I put together a team of about 60 stakeholders, student staff, faculty as well as a handful of community members, and we developed a vision to provide leadership and fostering a culture of sustainability at ECU and demonstrated commitment to the well-being of very diverse people and environment in eastern North Carolina and that has been our guiding vision for the sustainability program since 2018. Last year, Executive Order 246 came out of Governor Cooper's office, and it basically increased the goals of executive order 80, bumping up greenhouse gas emissions reductions goals to 50% by 2030 and registering a 1.25 million electric vehicles in the state of North Carolina. In terms of costs and progress for ECU, I just want to make sure everybody's kind of aware of the scope and magnitude of the utilities and the resources that we consume here on campus. Electricity cost last fiscal year, we're \$10.8 million natural gas and fuel oil cost exceeded 4,000,000. Water and sewer cost, we're right around 2,000,000. As staff members at ECU we work, live, and pay taxes in the state of North Carolina so we're also paying these bills because our utility budget comes from state taxpayer dollars. Everyone, staff, faculty and students should all feel incentivized to turn lights off to try and conserve water and to try and reduce waste on campus because all of those things are taking money out of our pockets. In terms of progress, we've reduced energy consumption 31% since we began tracking it in 2003. We've reduced water consumption 53% since 2003 and our landfill diversion rate is right around 34%. Now that includes more than just our dual stream recycling program where we have mixed paper. And then we have plastics and metals. The university recycles or diverts from the landfill a lot of

other materials, things like pallets, food waste construction and demolition debris, scrap metal electronics, batteries. We did start composting pre consumer food waste from the dining halls last year and it's been a very successful program that we look to expand on. Greenhouse gas emissions, AKA the carbon footprint of our operations. They're divided up into three scopes. The easiest one to think about is scope two, that's just purchased electricity. We don't have a power plant on campus where we're generating our own electricity, but we do purchase it from Greenville Utilities Commission, GUC, and then what we do is we distribute it throughout the campus to all the buildings. Scope one is other sources of stationary power sources on campus that are emitting fumes, things like vehicles and equipment, natural gas, propane, distillate fuels that we use in our backup generators to protect our research and our operations if the power were to go down. Scope three is kind of a catch all category. It's things that the university doesn't own or directly operate but that are responsible for their emissions due to our activity. Things like travel, we send students, staff, and faculty all over the country and around the world. Student staff and faculty commuting, people driving to and from campus to work and to learn as well as things like our wastewater and some of our purchasing. So now that you have a little background information on that, here's a look at our greenhouse gas emissions inventory. Purchased electricity, half of our carbon footprint is from plug load from the lights being on and from, air conditioning, the other roughly 1/3 in the blue that's the scope one emissions like I talked about vehicles and equipment, stationary sources of energy production on campus. Then we have that scope three category that include commuting and travel and things like that you can't see. Campus Operations, in particular facilities, the employees that keep the lights on, the water running, and the grass cut, our grounds looking beautiful. These are some of the projects that we work on in campus operations. We invest more than \$1,000,000 per year into energy efficiency projects. That's through that energy carried forward program. We also installed low flow fixtures and when we do building renovations to conserve water. We're up to 9 electric vehicle charging stations. Now they're each dual port, so we can charge 18 vehicles at the same time. We do have a lot of issues with these devices and right now I think out of the 18 ports we have about four or five that are down and I'm waiting for some parts to come in and some maintenance techs to pay a visit to us. I am the network administrator for our electric vehicle charging infrastructure as well. We do have a small but important green building portfolio. You can see here this list some of our newer buildings have been certified through the LEED green building rating system. LEED stands for leadership in energy and environmental design. Grounds - some of the best sustainability champions that we have on campus. They're planning a pollinator friendly native plant species, using alternative fuel equipment, installing stormwater, and best management practices. ECU dining has been trayless since 2007. They recycle used cooking oil. They operate a freight farm. I don't know how many people know about that. It's located near Jones Residence Hall, and they use all the produce that they grow in that shipping container in the dining halls. There's been a lot of changes to recycling programs nationwide and around the world over the past five to six years, and that's no different here in our own community. The items in the blue boxes here are the things that we can still recycle. So metal, straightforward soda cans or rather aluminum cans, vegetable, fruit, and dog food cans, those are still easily recyclable. A few changes with paper, we've really gone back to the basics. Just newspaper, office paper, and cardboard. No more food boxes, which include things like cereal, Mac and cheese and frozen pizza boxes. No more glossy paper is being accepted – catalogs, junk mail and magazines. We also aren't accepting any paper cups. Plastic containers – drink containers, things like water, soda and juice bottles, Milk jugs as well as detergent bottles. No more plastic food containers, yogurt, or sour cream. No more disposable cups like solo cups, Starbucks, or other types of to go drink containers. One thing that I will point out is that we are no longer accepting in the curbside collection of recycling is glass. Back in January 2018, China basically closed their doors to the rest of the world in terms of being the glass recycler or waste handler we used to ship export a lot of recyclable materials over there. Now we're having to find our own domestic

markets here in the United States and North America and we can't handle nearly the amount of contamination that we that was allowed when we shipped it overseas.

I also do academics and engagement as well. And in terms of academics, we do have some exciting developments over the past couple of years, we've been working very hard and really promoting the development of an environmental studies program at ECU and that was put into place and made available for students to start registering in fall of 2021. And it's a multidisciplinary degree, it's very flexible. It pairs nicely with other majors. Another great experience that students can have is taking a semester at the coast at our Outer Banks campus. Students from all different backgrounds can go there and learn and do research. Hands on research on the Outer Banks with our faculty there at the UNC Coastal Studies Institute.

Some wonderful student groups doing all kinds of things like hosting pop up thrift stores, planting trees, doing litter cleanups, helping maintain our campus orchard and gardens and getting students out into the community to learn about the natural resources. We have taken hikes on the Greenway, kayaking the Tar River, hunting for shark teeth in Green Springs Park. These are just a few examples of all the great work that our students are doing to improve sustainability. In just the short amount of time that we've been building the sustainability program here, the past seven years, we've already received several awards and designations. We are a Bee Campus, USA. We've been a bicycle friendly university since 2014. Tree Campus USA for seven years running. In 2020, we received the Blue Sky Award for partner of the year from Clean Air Carolina, a nonprofit that of medical advocates for healthy air around the state of North Carolina. Every three years I submit a report to the sustainability tracking assessment and rating system, otherwise known as stars. We've demonstrated progress in each of every three years submissions and we are currently at a stars silver rating. But as pirates, you know we're not going to be satisfied until we get that gold rating. As a result of receiving these awards and designations and being included in the Stars reporting system, we've also been picked up, ECU has been included for the first time in 2019 and every year since in the Princeton Reviews guide to Green Schools as well as their guide to the best 300 and 8785. It varies year to year colleges and university, and that's a significant accomplishment because just in the United States alone, there's over 4000 colleges and universities so this puts ECU on the map and on a national level. Each year the Princeton Review conducts a hope and worries survey for prospective students and their families, and the number has been growing. But in the most recent report, in 2022, nearly three quarters, 75% of prospective students and their families indicated that a colleges environmental commitment would affect their decision to apply to and eventually attend a school. Sustainability has recruitment value as well. I'll be able to focus on some higher-level initiatives you can see here trying to work with athletics, doing some more, integrating sustainability into the curriculum. We do have a weekly bike repair clinic every Wednesday from 2:00 to 6:00 PM, and I'm waiting to find out if my graduate intern is going to hang around over the summer, so hopefully we can keep offering that through the summer months.

Q: Senator Aisha Powell, Academic Affairs: What are some cool things that other institutions are doing in our system that we are not? What did we learn through the pandemic? What are some takeaways? What are some things we learned during the pandemic that can help with sustaining kind of the work that we're currently doing?

A: Regarding COVID, I think we learned that we don't always have to hop in a car and drive somewhere to get some work done and that's good. I think from the universities, operations are a mission standpoint, but also from a personal perspective, we're all very busy, life just has so much going on and if we can hop on a call like this, sometimes it's not the best way to do things. I do think that it's helping reduce our emissions in that sense. Conferences, I miss them being in person, but flying is one of the worst things we can do in terms of our emissions and our own personal carbon footprint. Attending events/conference remotely. In terms of what other universities are doing, there are other

schools that have lots of solar power on campus. It's not just to reduce their dependence on fossil fuel, it's also helping bolster their emergency preparedness. When you have that backup source of power, especially in a flood prone, hurricane prone area like we are, it can be invaluable, especially when we're considering millions and millions of dollars of research that we have, that we house in our facilities. I think that we've got to start this transition sooner rather than later. More investment in electric vehicle infrastructure just kind of electrifying as many things as we can. I see a lot of work being done by our peer institutions in that regard.

Q: Senator Stephanie Stroud, Admin & Finance: If you are not aware, DocuSign, which is the electronic signature service, is available to all faculty and staff through pirate port. If you don't have your account set up, you're welcome to log in and the first time you log in, the system will automatically create an account for you. It's a great way to reduce paper use across campus. If you have things that need to be signed, you can send them electronically. I know we went to COVID we started. We would normally use about 2000 envelopes per year and now we use about 50,000. We've definitely increased our use, but it's one more way to reduce paper use and we also have another product called Form Stack. It's an electronic form service that can do surveys and registrations and things of that nature. If you have any questions about it, feel free to reach out.

Q: Senator Dana Lopez, Student Affairs: I saw on your slide that you said something about facilities has been investing about \$1,000,000 which is also fantastic. Does that go into state supported only or does it also go into auxiliaries?

A: That is limited to state facilities, and I feel like there's a restriction like we can't use that for any auxiliary type of facility. There's going to be a lot of federal funding coming down the pipeline for state agencies and that would include us. We'd have to look at the fine print on that. I am going to have a meeting with our contracts and grants office to try and get some assistance with applying for some of these, like multi-million dollar grants because we could do some pretty big projects with that. There's also discussion of us being able to enter into performance contracts again. A company comes and does an analysis then says that if you do XY&Z things and these buildings, the savings will pay for the loan like for the equipment and the installation. It's in creative financing mechanism that we have not been able to do since I've been here due to budgetary restraints. But we're looking at possibly entering in or getting a bit out there for something like that and that could include a lot more buildings too.

Q: Senator John Southworth, Admin & Finance: Have you thought of setting up a website and trying to connect the dots between the volunteer needs and the community service hours that people often let expire? Bins around campus, Austin specifically, still have recycle bins for Glass, when will those be updated?

A: I'll add that to the list for the person that I'm going to hire here in the next couple months. That'll be a great learning opportunity for them, especially if they're from out of town to get to know our community partners and organizations. I do list a lot of them on my web page, but not really with the emphasis that they do have volunteer opportunities. I think it's unfortunate that we underutilize our community service hours. I will investigate glass recycling bins. We do a pre-scan of all items prior to sending them off so the little bit of glass that the campus generates can just be pulled out.

Q: (from chat): Will electric scooters ever come back to campus?

A: There will never be again, electric scooters, electric bikes, electric, any shared transportation system as far as I'm concerned. Unless we get more positions in parking and transportation that can run our own bike share, we won't be playing that game anymore.

## Executive Committee Updates

### Staff Senate Executive Committee

**Aisha Powell** – The strategic planning committee is meeting with the provost next week. I will update you all and our team channel or send out an e-mail if we get any more information about when that will be shared with the University. The next update is around the Chancellor's Commission on Diversity, Equity and Inclusion. There are three subcommittees of the Commission. Student access and success working on their final report, that probably will be released sometime this summer. The Culture, Climate and Communication subcommittee – they will start their forms and surveys in the fall semester. Employee Recruitment, Retention and Success – we will see their charge in the fall semester, and I believe most of that work will start in the spring of 2024. UNC Staff Assembly meeting - we met as delegates from across our 17 institutions last Monday and Tuesday – that the system will be sharing out a new mental health training guide. This is a training that will complement the current mental health first aid training. They will offer this to each campus four times and this will be for any staff to support our students. There was a theme that was shared that we are continuing to add on. To have some staff on staff support scenarios so we can see how this can not only be applied to support our students but also our staff members. The compelling speech policy – a lot of conversations and concerns around that at the system level. We are currently collecting feedback from delegates regarding this policy. Once we have all of that feedback, we will form some type of resolution or proclamation to be voted on in May, and if it passes, it will be presented to President Hans. If you have any concerns that you want to share, you can to us at [staffsenate@ecu.edu](mailto:staffsenate@ecu.edu).

**Dana Lopez** – Nominations – 23/24 Staff Senate Executive Committee – still being accepted and will continue to be open until we vote at the May meeting – open positions include chair-elect, vice chair, secretary, and treasurer. If you have any questions about those positions, please reach out to the current senators holding those positions. Faculty/Staff Mixer - earlier this year, we hosted a Faculty and Staff Senate mixer to create a little more synergy among the two groups – next one will be Thursday, April 20th, starting at 5:01 PM at the Angus Grill on Jarvis St. We will have free appetizers available and there will be food and drinks available for purchase. We invite you all to attend, even if you could only stay for a short amount of time.

**John Southworth** – Career Banding for SHRA employees – Office of State Human Resources is preparing to update these without a budget for an increase. Board of Trustees meeting on April 27th and 28th at the Main Campus Student Center – available in person or virtually – BOT website has agenda and links.

**Joseph Moore** – Treasurer's Report – a couple of changes this past month – April will be different – anything that hasn't been brought to my attention needs to be brought up.

**Jennifer Jones** – May meeting – in person at the ECHI Auditorium; shared slideshow of spirit week pictures

**Tyler West** – SGA election – was conducted over the end of February and start of March; this was the most highly contested election we have had; over 4000 total votes in the first race which was the first round with three tickets and then we went into a runoff because there was no majority. with that we had our first ticket ever reach 2000 votes conducted here on campus; Congratulations to Javier Lamont and then his vice President, Matthew Blunt; they are working on hiring their cabinet for the fall session or the current session, which will be starting in the fall. currently going through the application process to bring in new members. introducing legislation, Chad and I've been working on action for renewable energy; goal is to get all three bodies to have a voice and unison towards the chancellor and



board of trustees; summer positions have been named for our crew, so we'll be working hard over the summer to continue, and I can still help out.

## Scholarship Presentation

Scholarship Committee

We were able to select four recipients for each of our Staff Senate scholarships.

Gail Jordan Memorial Scholarship recipients will be receiving a \$750 scholarship in the 23/24 academic year.

Julie Gaven – a research program manager in the Office of Graduate Studies – pursuing a graduate certificate in Leadership in Organizations in the College of Business and has an anticipated graduation date of May 2025.

LeRhonda Holley – a training specialist in the Brody School of Medicine Clinical Financial Services - pursuing a master's degree in business administration within anticipated graduation date of December 2024

Tameya Strayhorn – a student services specialist in the College of Nursing – pursuing a master's degree in public health with an anticipated graduation date of May 2025

Samson Strickland – a workplace safety specialist in the Environmental, Health and Safety Department - pursuing a master's degree in environmental health within anticipated graduation date of December 2023

The Children of SHRA Employees Scholarship recipients will be receiving \$1050 in the 23/24 academic year.

Sophia Vic Martinez – entering in the Fall of 2023, intends to major in Biology, child of Mauricio Bick-Diaz who works in Grounds.

Sarah Cuthrell – entering in the Fall of 2023, intends to major in Entrepreneurship, child of Paul Cuthrell who works in Environmental Health & Safety

Emily Martin – entering in the Fall of 2023, intends to major in Elementary Education, child of Beth Martin who works in the Dean of Students Office

Bree Patterson – currently a sophomore, majoring in nursing, child of Tracy Patterson who works in neurology.

## Special Vote

Aisha Powell

ECU Labor Acknowledgement – sent to Senators prior to meeting and Chair Powell read resolution.

Motion (Chair Powell): To vote on the resolution; 2nd (Senator Carwein)

Discussion: none

Vote via chat: (40 senators present) 22 yes, 0 no.

Motion passes

ECU Statement on Sustainability – sent to Senators prior to meeting, Chad Carwein provided summary of statement.

Motion (Chair Powell): To vote and discuss our statement on sustainability; 2nd (Senator Inman)

Discussion: none

Vote via chat: (40 senators present) 24 yes, 0 no.

Motion passes

## Committee Updates

**Bylaws (John Southworth)** – Working on recording the succession plan that we voted on in February. Changes have been sent to the Communications and Marketing Committee to update the website. We reviewed the bylaws for gender neutral language and made a restatement swapping out about four or five instances of non-gender-neutral language with gender neutral language. The bylaws that we updated on the website will reflect that as well as a restatement.

**Communication & Marketing (Melissa Parks)** – I just encourage all of you to make sure you're following us on Instagram and Facebook. There have been and will be posts about events that Staff Senate has.

**Diversity (Amy Bright)** – Last event of the year - Women in Leadership Panel - 47 unique online viewers – more than 22 in person attendees

**Human Resources (Loretta McDaniel)** – The only update I have is that I heard that the community outreach that we did with Mr. Beast was a success and everybody had a good time. The other community outreach that we're going to be presenting is for the proctoring at our Pitt County Schools. Senators and any interested ECU employee can register.

**Membership (Jessica Emick)** – All new senators and alternates have been offered their seats for the upcoming term and all have accepted. If you did not receive a seat offer or have questions, please reach out to me directly. Outgoing senators, you should be aware that your term is ending. If anyone has a particular question regarding your seat status, just please contact me directly. We did have a very large election for Academic Affairs due to the reorganization done by the university. Just a reminder, we do still have some empty seats.

**Recognition And Rewards (Stephanie Stroud)** – I hope everyone's enjoying Staff Appreciation month. If you RSVP to get free lunch at the dining hall, or if you would be joining us at the cookout next Thursday around Lake Laupus, hopefully we'll have good weather. Additionally, on the 23rd, which is a Sunday, we are having a Family Fun Day at North Recreation Complex. We will have bounce houses. We're going to have free Kona ice while supplies last, and we'll also have access to the facilities with the kayaks and the beach volleyball as well as the zip line. The zip line does have an age requirement of 12 years old, so if you're bringing your kids, just keep that in mind. At the end of the month, we will have our outstanding staff awards ceremony and our Staff Resources Panel, in which more information will be coming about out about that soon.

**Scholarship (April Rouse)** – Our online auction is open, active and it will end at midnight April 16th. We currently have 70 registered bidders registered active bidders. We would love to see more and as you all just heard, we were able to provide 8 scholarships, which is amazing, and we love to provide more each event that we have is an opportunity for you to be a part of someone's future, so we really appreciate everything that you all do.

## Adjourned

Aisha Powell, Staff Senate Chair

## Next Meeting

May 11, 2023 at 3:00pm at ECHI Auditorium

## Meeting Link