

ECU Staff Senate Minutes

Date: March 11, 2021

Time: 3:00pm to 5:00pm

Location: Microsoft Teams

**Call to Order:** Senator Todd Inman

**Roll Call/Approval of Minutes:** Kristin Wooten

January minutes were approved

**Guest Speakers:**

**Vice Chancellor Virginia Hardy**– Campus Update

Our COVID numbers remain steady with less than 10 students currently in quarantine. The COVID practices put in place at the beginning of the year have proven to be beneficial and we are working to ensure all students who test positive are quarantined immediately. Now we can perform saliva testing which is less invasive yet just as effective as the swab testing. The College of Health and Human Performance in collaboration with Facilities is performing wastewater testing in the dorms which helps identify positive cases before they spread.

Unfortunately, suicide rates have increased, primarily due to isolation associated with the pandemic. To combat these issues, we are implementing programs to assist these students. Departments will be hosting camps during the summer with safety practices in place to protect everyone. The spring graduation ceremony will be held face-to-face however, there will be no department ceremonies. In addition, we are planning to double occupancy in the fall but will hold orientation virtually with a few face-to-face activities the first few weeks of class. We will continue using the drop off method for move in as it has proven to be more efficient.

The vaccination clinic is set up in the Croatan building and we were given 500 doses to give out. The clinics are open from 9am to 4pm and employees are not required to use leave when receiving the vaccine. Individuals who meet criteria for Groups 1, 2 and 3 are now permitted to receive the vaccine. The vaccines are from Johnson & Johnson therefore it is just one dose. Common side effects of the vaccine are flu like symptoms which typically last a day or two. Appointments can be made on the Student Health website. As more groups become eligible, emails will be sent to inform everyone.

**Lakesha Forbes** – Staff Diversity Data

Equity indicators and metrics in this data reflect institutional receptivity. This includes faculty and staff demographics in comparison to students, faculty and staff retention, feelings of inclusion and support, representation across occupational categories and faculty equitably represented across tenure.

Racial demographics at ECU in 2019 demonstrates that there is under representation of black and Hispanic faculty, staff, and students while over representation of white faculty, staff, and students. Over the past five years, representation of these populations has increased for staff however, approximately 62% of staff are white. In divisions across campus there is more diversity in some while others have very little. For example, the Chancellor’s division is 86% white while Admin & Finance is just 56%. While ECU’s demographics across occupational categories is like other institutions within UNC Systems, there are more employees from underrepresented populations in the service occupation. In terms of demographics by sex, most staff are female with more male employees in occupational categories such as construction and maintenance. ECU submits reports each year to evaluate equal employment efforts across campus. While we are improving, more work will need to be done.

**Dr. Aneil Mishra – General Leadership Approaches and Practices**

Prior to the meeting, a link to a leadership survey was sent via Announce. The survey analyzes an individual’s leadership style based on their responses. Leadership styles are divided into four categories coded by color which are:

Clan (Yellow) – collaborate, do things together (shares information, develops common values, encourage trust, etc.)

Adhocracy (Green) – create, do things first (strategize change, generate ideas, articulate future possibilities, etc.)

Hierarchy (Red) – control, do things right (increase productivity, cut costs, reduce system errors, etc.)

Market (Blue) – compete, do things fast (focus on goal attainment, deliver results quickly, maintain profit focus, etc.)

A good leader should have traits from each category as having just one style can cause issues for the organization. For example, the clan leader can focus too much on being a friend to everyone and neglect goals.

If you have questions about the presentation or would like more information, feel free to email Dr. Mishra at mishraa@ecu.edu.

**Executive Committee Comments**

Chair – Todd Inman

* Todd serves on the ad hoc committee established by the Staff Assembly. The purpose of this committee is to ensure equal representation of staff in all departments across both campuses. The committee will meet again in the next few weeks and an update will be provided at our next meeting.
* Aisha Powell is the newest member of the Building Renaming Ad Hoc committee.
* Chancellor Rogers will present at our meeting in April.

Chair Elect – Hector Molina

* No comments.

Vice Chair – Aisha Powell

* The Fiscal Sustainability Committee continues to meet and are preparing recommendations. These recommendations will be submitted to Chancellor Rogers in June.
* The Senator Feedback survey was sent out and briefly discussed at the last meeting. Senators are asked to connect with people in their divisions and asks if there are highlights or concerns, they would like to report. The deadline to submit this survey is March 31st.
* Performance evaluations are coming up and HR will provide guidance to supervisors regarding evaluating employees in a COVID-19 environment. Employees will not be penalized for goals that were not completed this evaluation term.

Treasurer- Lisa Ormond

* There were no changes to the Treasurer’s report. If you have any questions about the report that was sent, please email Lisa at ormondl@ecu.edu

Secretary –Kristin Wooten

* No comments.

Parliamentarian - Darius Alexander

* Reminder, voting will be completed verbally or by the hand raise feature. In addition, if you have questions or would like to speak during the meeting, please remember to state your name and division.

**Committee Updates**

* Scholarship (*Amy Eason*)- the committee would like to have a few moments at the April meeting to recognize scholarship recipients. Working on other fundraising efforts for next year’s scholarships.
* Rewards & Recognition (*Alex Dennis*)- finalizing events for Staff Appreciation Week which will be April 19 – 23rd. Once the flyer is approved, it will be sent out to everyone. Accepting nominations from all divisions for the Outstanding Staff Awards. The deadline to nominate someone is March 26th.
* Diversity Committee (*Lajuana Carter*)- the February roundtable featuring Justin Yeaman was rescheduled and will be held on March 16th 3pm-4pm. Next month, Dr. Purificacion Martinez will host the roundtable on Allyship between faculty and staff. It will be held on March 31st, the time of the event will be announced later. In April the roundtable will focus on LGBTQ+ in the workplace. More details about this event are forthcoming. The deadline to complete the Campus Climate survey is tomorrow.
* Leadership & Professional Development (Patrick Mitchell)- finalizing details and the itinerary for the B.A.L.L. event. The past and current Chancellors have been asked to participate. A flyer with more details will be sent via Announce within the next couple of weeks.
* Communication & Marketing (*Andrew Grace*)- planning to have the staff senate video completed by our next meeting. Promotional requests can be submitted using the following link <https://ecu.az1.qualtrics.com/jfe/form/SV_b8gACvW5G90Bpk1>
* Bylaws (*Susan Thomas*)- proposed to change section 1.5 C of the bylaws to state, “any senator on leave for 6 months or more will be eligible to serve another term contingent upon approval from the Executive Committee”. Senators voted in favor of the proposal.
* Membership (*Robin Mayo*)- currently in the middle of elections. Voting will end March 15th at 5pm. The membership roster is available on the Staff Senate website if you are unsure of your membership status. Those with terms ending have been notified and alternates have been given the opportunity to accept vacant senator seats. New terms will begin in June.
* Human Resources Committee (*Emily Waters*)- proposed change to Staff Emeritus will be voted on at the next meeting.

**Announcements: Next Meeting – April 8, 2021 3pm-5pm via Microsoft Teams**

**Meeting Link:** [**https://web.microsoftstream.com/video/c0ae43e6-bca1-43c7-a640-a4310302bdc4**](https://web.microsoftstream.com/video/c0ae43e6-bca1-43c7-a640-a4310302bdc4)