

ECU Staff Senate Minutes

Date: April 8, 2021

Time: 3:00pm to 5:00pm

Location: Microsoft Teams

**Call to Order:** Senator Todd Inman

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

March minutes were approved

**Guest Speakers:**

**Chancellor Philip Rogers – Campus Update**

Background: Chancellor Rogers joins us from American Council of Education in Washington DC. He had the opportunity to participate in higher institution conversations at the nationwide level and use this knowledge to advance ECU’s mission. Prior to his position as Associate Vice President, he was the Chief of Staff here at ECU and is thrilled to rejoin Pirate Nation.

Future of ECU: Working to improve ECU as a stable and unified institution. We must be mission driven to better serve our students and Greenville community. Chancellor Rogers is focused on the future of ECU and driving innovation to thrive in an ever-changing academic environment. Overall, we need to focus on our mission, market and, margin to promote student success, regional transformation and public service. We need to be a future focused institution and Chancellor Rogers is committed to serving ECU for the long term.

University Updates: For fall, the state budget has improved, and we are continuing to focus our efforts on fiscal sustainability. We are in the process of deciding how to invest the federal dollars we received to cover may revenue losses. The goal of House Bill 243 is to provide budgetary options in the event of dire situations relating to the state budget. It is not likely we will see any impact from this budget as revenue streams have improved. Our COVID numbers continue to improve with positive cases at approximately 30%. We are looking forward to having a semi-normal fall semester.

**Jeff Dozier (HR)** **– 20/21 Evaluations/Reclassification Process/Teleworking Policy**

UNC System HR is in the process of developing a system wide teleworking/flexible schedule working regulation. ECU plans to ensure our institutional policy aligns with the system regulation. Future telework will be contingent upon the needs of the department and is required to be documented. ECU understands the desire for increased workplace flexibility post COVID and is taking this into consideration when planning for fall semester.

The performance evaluation cycle for SHRA/CSS ran from July 1, 2020 to March 31, 2021. Supervisors must complete evaluations and allow employees to review prior to May 15, 2021. It is expected that employee’s performance is not affected due to impacts of COVID outside of that individual’s control. However, supervisors may take into consideration additional job duties or goals assumed by the employee due to COVID.

In terms of the ECU position reclassification process, ECU HR is operating under the guidance provided by the UNC System Office. This guidance suspends several actions such as salary adjustments, position creation, and position modifications since May 24, 2020. There are some exceptions which include support of COVID-19, support of essential university operations, and grant funded positions. All positions are evaluated on a case-by-case basis by the appropriate Vice Chancellor.

Please feel free to contact HR if you have any questions.

**Amy Eason – Scholarship Recipients Presentation**

The Scholarship Committee would like to recognize this year’s award recipients:

Gail Jordan Memorial Scholarship

* Jaleek Lewis is the Operations Supervisor and Bus Trainer for Parking and Transportation. He is pursuing a BS in Political Science.
* Kristin Wright is a Credentialing Assistant at ECU Physicians. She is pursuing an MA in Health Education and Promotion.

Children of SHRA Scholarship

* Landon Lawson is the child of Jessica Loftin Hill who works in the Brody School of Medicine. He is majoring in Engineering and is expecting to graduate in 2025.
* Molly Estorge is the child of Beverly Estorge who works in the Department of Economics. She is majoring in Middle Grades Education and is expecting to graduate in 2024.

**Executive Committee Comments**

Chair – Todd Inman

* The Ad Hoc committee is creating an operational survey to compare Staff Senate and Staff Council groups across UNC System. Will also develop a survey to pinpoint shares issues across the campuses.
* Todd will speak at the BOT meeting on Friday April 23rd. The Executive Committee suggested topics however, if you have any ideas feel free to email Todd at inmant@ecu.edu.

Chair Elect – Hector Molina

* The Dowdy Student Store will close for one week and will reopen on April 26 as a Barnes and Nobles store.
* The subgroups of the Fiscal Sustainability Committee submitted their reports and will meet as a group to review those reports.

0Vice Chair – Aisha Powell

* The Renaming Standards Writing Group, which circulated a survey seeking feedback on a set of proposed standards to be applied to renaming decisions. After speaking with Chancellor and his cabinet, Dr. Locklear informed us there were over 800 responses and this will share more with the BOT members during their April meeting. Once completed, the Ad Hoc remaining meeting will be moving forward with examining the names all the remaining names on campus. We will keep everyone posted on further developments with the proposed standards.
* Just a reminder, the Racial Equity Task Force Recommendation process started in September 2020 with the survey (which ECU had the 3rd highest response out of all institutions, October Virtual townhalls and, November Taskforce workshop followed by the Presentation of recommendation in December. Now we are waiting to hear back from President Hans and the BOG Chair Ramsey.
* Garrett Killian, who is the Chair of Staff Assembly, part of the racial task force committee, and ECU staff emailed a statement to the President on behalf of Staff Assembly. During the UNC Staff Assembly, we discuss each institution's follow-up with both with a letter. The diversity committee will be presenting the letter drafted and based on approval will contact Faculty Senate, SGA, and OED, and other groups on campus if they would like to sign on as well.

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

* No comments.

**Committee Reports**

* Bylaws (*Susan Thomas*)- added the approved amendment to the bylaws and updated the table of contents to make it more user friendly. The committee within the next two weeks to review for errors and will upload to the website once completed.
* Membership (*Robin Mayo*)- the election process is complete, and the committee will finalize the roster and send out after their May meeting. The committee will send official emails to all new senators/alternates. New officers will be voted on at the May meeting.
* Communication & Marketing (*Andrew Grace*)- shared the Staff Senate video which will also be shared on our social media platform. Will also ensure upcoming events are posted on our website and social media pages. Promotional requests can be submitted using the following link <https://ecu.az1.qualtrics.com/jfe/form/SV_b8gACvW5G90Bpk1>
* Rewards & Recognition (*Alex Dennis*)- Staff Appreciation Week is coming up, more information can be found here: <https://staffsenate.ecu.edu/2021-staff-appreciation-week/>. If you are able, please participate in these events. We want to ensure all staff are recognized and appreciated.
* Human Resources Committee (*Emily Waters*)- recognized the 7 nominees for Staff Emeritus. These nominees were also recognized at the Chancellor’s Horizon Award and will receive their plaques in the mail.
* Leadership & Professional Development (Patrick Mitchell)- the B.A.L.L. event was a success with 197 participants and over 100 who viewed the recording. The feedback was very positive with just a few constructive criticisms. We also had participants from other organizations which was great!
* Scholarship (*Amy Eason*)- working on a percentage night a Jersey Mikes and working with Aramark to work baseball concessions for next year’s scholarships.
* Diversity Committee (*Lajuana Carter*)- Staff voted in favor of the Racial Equity Task Force Statement. The April roundtable is next Thursday, and the link was sent via Announce.

**Open Discussion**

* Parking and Transportation is implementing a new license plate recognition system instead of using parking stickers. Joshua Puckett would like the opportunity the present this new software to the senate body prior to full campus implementation.

**Announcements: Next Meeting – May 13, 2021 3pm-5pm via Microsoft Teams**

**Meeting Link:** <https://web.microsoftstream.com/video/de47f14d-d242-4216-97c2-c69e79bf19db>