

EAST CAROLINA UNIVERSITY
STAFF SENATE MEETING
Thursday March 8th, 2018
3:00 p.m. – 5:00 p.m.
MSC Great Rooms

Call to Order – Chair Kimrey Miko

- Called to order 3:02pm

Presenter

- Justin Yeaman – Learning and Organizational Development Consultant
 - *How To Professionally Object*
 - AKA: How to disagree with your boss without getting written up for insubordination
 - 3 Groups of people:
 - Never disagree with their boss
 - Always disagree with their boss
 - Sometimes disagree with their boss
 - Why don't we disagree with leadership?
 - Don't feel like it will make a difference
 - Some feel intimidated
 - Scared of the harsh feelings– repercussions
 - Scared of hurting the relationship we have with our boss (if it is good)
 - If we don't, it can lead to Group Think
 - Contract for Candor
 - Don't wait until there is a disagreement
 - Make agreement with supervisor where they will listen to your opinions – less likely to take offense if agreed upon beforehand
 - Realize your opinion counts
 - You were hired for a reason
 - Your boss doesn't know everything
 - Pick your battles
 - Don't bombard your supervisor with issues
 - Constant disagreement may result in you being viewed as argumentative and uncooperative
 - Start positively
 - Pick a space – to be more confidential (don't do it in public)
 - How you begin the conversation “sets the tone” for the whole thing
 - Start with something positive, room for growth/issues, end with something positive – the sandwich
 - Be mindful of supervisor's tone/body language
 - If he/she goes on the defensive, remind them you are not trying to be mean
 - Intent before content
 - Go over your intent of the meeting before you go over your content
 - Don't make it personal
 - What are you really disagreeing with?
 - Realize how you sound ...
 - Don't mean vs. do mean
 - I vs. you
 - Do your homework
 - Your opinion has little weight if it cannot be intellectually supported
 - Be able to back up what you are saying/the issues you are having

- Somethings to remember
 - Their opinion matters too
 - Practice self- awareness throughout the conversation
 - Remember, in the end he/she is still your boss

Approval of Minutes – Anna Logemann

- February 8th, 2018 Minutes
 - First: Nick Balestrieri
 - Second: Bobby Tuggle
 - Approved: all, none opposed

Executive Committee Comments

- **Chair – Kimrey Miko**
 - Submit volunteer hours via the link sent out with agenda
 - Contact Anna if you need the link or have questions about what you have submitted
 - Staff assembly golf tournament
 - Asking each school to come up with a company to sponsor their school for the tournament
 - If you have any ideas, send to Kimrey so we can get the ball rolling
 - The school that brings in the most money sponsorship wise, gets 15% of that money back and will go into our scholarship fund
 - Staff Emeritus will be awarded next week at the Chancellor’s Horizon Awards for Service on 3/14/18 from 5pm-7pm in Murphy Center
 - Thank you to LuAnn for all you have done for us this year in your role as chair-elect.
- **Chair Elect – LuAnn Sullivan**
 - Apologize for missing last month’s meeting
 - Shared letter she wrote to Kimrey for her resignation
 - Workload has increased in her current position, which has caused her to need to step down
 - Hates that she has to step down, but her job challenges have made it impossible to fulfill her duties as the chair of staff senate
- **Secretary – Anna Logemann**
 - Sign in if you have not
 - If you need the volunteer hours link or have questions on when you last submitted, please email me and I can check or send it to you
- **Treasurer – Todd Inman**
 - State Fund: \$437.78
 - Discretionary Fund: \$672.65
 - Children of SPA Scholarship: \$ 2,290.94
 - Gail Jordan Scholarship: \$2,159.39

New Business

- **Chair Elect Elections – Kimrey Miko**
 - Nominees: Nicholas Balestrieri and Brooks Person
 - Nicholas Balestrieri had to withdraw his nomination due to work conflicts
 - Only Brooks Person has nominated himself prior to the meeting
 - Nominations at meeting: none
 - Brooks shared why he would be a good chair-elect
 - Works at the School of Dental Medicine
 - Would like to lead and have more staff recognition for everyone
 - Question:

- **Johnny Rouse:** Since only one person is running, don't they win by point of acclimation?
 - **Kimrey:** our by-laws state we have to have a vote
 - One vote for Todd Inman, one for Nick Balestrieri, one for Robin Mayo, the remainder for Brooks Person
 - Brooks Person is the new chair-elect for the remainder of 2017-2018, will become chair effective June 1st, 2018

Old Business

- **Bylaws – Amy Sweers**
 - Article IV. The Committee Structure Section 4.0 Executive Committee
 - Questions:
 - Lisa Hodges: If chair-elect leaves now, would the vice-chair move into the chair-elect position?
 - Kimrey and Amy: It has not been written that way, we would have to do another by-laws revision and look at that option
 - Amy: We will look into that – by-laws committee will review
 - Amy Eason: Are we trying to get by-laws changed/approved before May elections?
 - Kimrey: yes – need it to be done before those elections
 - No other questions
 - First: Nick Balestrieri
 - Second: Amy Eason
 - Approved: 26, 0 opposed

Committee Reports

- **By-Laws – Amy Sweers**
 - None – voted to approve the committee structure revision to the by-laws
- **Communications and Marketing – Robin Mayo**
 - Working with creative services to update staff senate video
 - Monthly snapshot of SS meetings – UNCW does – looking at this to see if it would work for us
 - Website is being updated, a few more things to tweak
 - Will need a new chair-elect for this committee
 - Treasured Pirate - working on this with HR, nominations due by 6/30/18; 7/1/18 the new program will roll out; annual ceremony with new program to give all recipients their awards – make it a bit more formal, will be a \$250 and one extra day of vacation, certificate as their award – less recipients due to the better award; University committee to decide on the winners from each division; modeled new program after the NC Governor's Award for Excellence
 - Working on marketing materials for the new program now
 - Nominees currently submitted will be done under the old program
- **Diversity – John Southworth**
 - Looking into what areas are underrepresented on staff senate – working with IPAR on this
 - Made some progress on this venture
 - Working on staff photo database – use these photos as promotion media for staff senate
 - Pirate Nurse 5K – looking to have staff senate volunteers – April 14th
 - Laupus Library holding their information day on 4/3 from 12-3
- **Human Resources – Helen Lovett**
 - Update on emergency assistance fund – receiving positive reviews, **submitted looking forward to submitting** draft guidelines for the program over the next few weeks
 - More incentive for staff to join this committee, incentive for attendance, more stringent attendance policy for committee members so they can get items accomplished
- **Rewards and Recognition – Bobby Tuggle**

- Staff Appreciation week handout
 - A few things are being added – will email out to all staff senators to share
 - Staff senate spotlight each day during this week
 - Daily email each day that week listing events and highlighting those staff members
 - Cookouts are set – Qualtrics survey to see who will be attending
 - Main campus – Rec Center or on the Mall
 - Thanked all members of the committee during the meeting
 - Meal vouchers – on your One Card this year!
- **Scholarship – Todd Inman**
 - Selected the scholarship recipients
 - Two \$500 scholarships awarded for Children of SHRA and the Gail B. Jordan Scholarship's (two each)
 - SHRA: Morgan Watson and Ashley Winegart
 - Gail Jordan: Heather Siebert and Leah Rydell
- **Membership – Amy Eason**
 - Nominations closed at the end of February. All nominees have been vetted through HR
 - Notifying the person and their supervisor they have been selected – waiting on approvals
 - Elections will be held and all employees will be able to vote on their senators
- **Leadership and Professional Development – Tisha Nelson**
 - Helped with speaker today
 - BALL – set for 4/16/18 at Murphy Center 4pm-6pm
 - Marketing for it will go out soon – working on flyer

Announcements

- **Next Staff Senate Meeting**
 - Thursday April 12th, 2018 at 3pm in MSC Great Rooms
- **Board of Trustees Meeting**
 - Thursday-Friday: April 19-20, 2018
 - Location: Murphy Center
- **Board of Visitors Meeting**
 - Friday May 18th, 2018
 - Location: ECHI
- **Staff Appreciation Week**
 - April 8th – 15th, 2018
- **Chancellor's Horizon Awards for Service**
 - March 14th from 5-7pm in the Murphy Center
- **BALL**
 - April 16th from 4-6pm in the Murphy Center
 - Keynote Speaker: Dr. Marilyn Sheerer

Adjournment

- **First:** Bobby Tuggle
- **Second:** Johnny Rouse
- **Adjourned:** 4:17pm