

East Carolina University
2007-08 Staff Senate
Minutes of February 21, 2008
Brody School of Medicine 2W-40

I. Attendance:

Present: Jamie Charles, Harold Coleman, Angelo Daniels, Paula Daughtry, Michael Dixon, Lisa Dozier, Shonda Drake, Carolyn Dunn, Johnnie Eastwood, Phil Hulsey, Jennifer Johnson, Roy Newton, Amanda Pantelidis, Mark Parker, , Christa Radford, Diane Raines, Wayne Reeves, Mike Rowe, Terri Stansbury, Audra Thomas, Teresa Tripp, Amanda Turner, Michelle Wallace, Mary Susan Williams, Richard Yakubowski, Joani Zary

Absent: Kay Evans , Rosalie Farley, Karen James, Lisa Overman, Jennifer Johnson, Angela Marshall, Judy Melendez, Jackie Petway, Ann Taft, Verna Taft

Ex-Officio Advisors Present: Robyn Galloway, Sara Lilly, Angela Moye, Jim Mullen, Karen Summerlin, Chris Turner, Ashley Worthington

Ex-Officio Advisors Absent: Catherine Adams, LaKesha Alston, Taffye Clayton, Lee Ann Goff, John Toller

II. Call to Order

Senator Reeves welcomed everyone and called the meeting to order at 3:30 p.m.

III. Roll Call

Senator Williams called roll.

IV. Approval of Minutes

Minutes of January 17, 2008

Senator Williams reported that the minutes from the January 17, 2008 meeting were distributed to members and via Announce & Health Sciences Announce. The minutes were approved as written. The minutes will be posted on the Staff Senate Website.

IV. Guest Speaker

A. Mr. J.C. Boykin, Chair, UNC Staff Assembly

Mr. Boykin gave a presentation about the UNC Staff Assembly. Mr. Boykin provided the Senate with current information about the UNC Staff Assembly and their current goals and objectives. Mr. Boykin shared with the Senate that the goal of the UNC Staff Assembly is to improve communications, understanding, and morale throughout the whole of our respective communities, and to increase efficiency and productivity in campus operations. A copy of Mr. Boykin's presentation will be available on the Staff Senate Website.

B. Ms. Margaret Streeter, Director of IT Security, Mr. Wayne Poole and Ms. Amanda Flemming.

Ms. Margaret Streeter along with other members of the Identity Theft Protection Committee (ITPC) presented to the Senate information about the ITPC Committee and the efforts of the University to meet the regulatory requirements for protecting Social Security Numbers (SSN) and Personal Identifying Information (PII) at East Carolina University. ECU has had three data exposures in the past. The ITPC Committee is seeking assistance from the Staff Senate as a portal to help educate and inform the ECU Committee. A copy of the ITPC presentation will be available on the Staff Senate Website.

V. Comments from the Executive Committee

A. Comments from the Chair, Wayne Reeves

1. Due to time constraints Senator Reeves will send a summary of comments from his meeting with Chancellor Ballard to Senators via e-mail
2. Senator Reeves recognized Senator Pantelidis for her hard work on putting together an outstanding Employee Appreciation Week Proposal. Proposal was reviewed by Action Committee and will be given to Chancellor for his review and final approval.
3. Senator Reeves noted that he recognized the need for more input and feedback from the Senate Body and more time was needed on the agenda for productive business at monthly senate meetings.

B. Comments from Chair-Elect, Paula Daughtry

1. Senator Daughtry commented on Mr. Boykin's presentation and how he was doing an excellent job as Chair of UNC Staff Assembly. Senator Daughtry recognized Senator Joani Zary as alternate delegate; and Senator Wayne Reeves and Leigh Cobb as delegate of UNC Staff Assembly.
2. Senator Daughtry reminded Senators of the 2008-2010 Staff Senate elections and encouraged all Senators to recruit new members.
3. Senator Daughtry reminded all Senators of the Ground Breaking Ceremony Friday, February 22, 2008 at 1:00 p.m.
4. Senator Daughtry reminded senators that the UNC Public TV annual

fundraising festival is currently underway. ECU volunteers will be meeting at the Belk Building on Saturday, February 23, 2008 @ 2:30 for a 3:00 departure to RTP to answer phones and take pledges from donors. The bus will return around midnight. UNC TV is a division of the University of North Carolina System.

Comments from the Secretary – Mary Susan Williams
Senator Williams deferred comments

- C. Comments from the Treasurer – Amanda Turner
1. Senator Turner distributed a statement of financial position for February 2008.

VI. Monthly Updates and Reports

A. Committee Reports

1. Communications & Market Committee– Michael Dixon, Chair
See Attached Committee Minutes
2. Human Resource Services Committee – Richard Yakubowski, Chair Elect
See Attached Committee Minutes
3. Rewards & Recognition - Amanda Pantelidis, Chair
See Attached Committee Minutes

VII. Old Business

- A. Employee Survey Results**
Deferred to later date
- B. By Law Revisions**

Revisions of by laws were distributed by Senator Daughtry. Senator Reeves reviewed the revisions and they were briefly discussed. By Laws revisions were submitted, approved and adopted by a majority vote. The 07-08 Revised Staff Senate Bylaws will be posted on the Staff Senate website located at <http://www.ecu.edu/staffsenate/>

VIII. Announcements

Next Staff Senate Meeting will be held on Thursday, March 20, 2008 from 2:00 – 4:00 p.m., at Mendenhall Student Center Multi-Purpose Room.

April 17, 2008 Senate Meeting will be held in Mendenhall Student Center Multi-Purpose Rm 2:00–4:00 p.m.

May 15, 2008 Senate Meeting will be held in Health Sciences Building, Room 1120 (Nursing Side), 3:30 – 5:00 p.m.

X. Adjournment

Senator Reeves thanked everyone for coming and adjourned the meeting at 5:10 p.m.

Communications & Marketing Committee Meeting Minutes **2/21/2008**

Members present: Mike Dixon (Chair), Johnnie Eastwood, Michelle Wallace, Jennifer Johnson (Andrea Bristol-absent)

- We are nearing completion of the update process of all Pirate Perk entries on the web site.
- Main topic: We continued discussion and brainstorming on methods of communication to our constituents (print, electronic, and face-to-face)
- Face-to-face constituent communication is what today's committee meeting focus was concentrated on.

Staff Senate Human Resources Services Committee – February 21, 2008

Present: Roy Newton, Mark Parker, Christa Radford, Diane Rains, Teresa Tripp, & Richard Yakubowski

New Business

- The committee members independently reviewed the Personnel Survey Comments and selected the top items based on the number of times the comment appeared and those that they believed the Staff Senate could take action on in the near future. The group then combined these into a collective "Top 10" from the committee. The "Top 10" will be presented to the Staff Senate Action Committee and then to the entire Staff Senate for discussion. The "Top 10" are as follows (not in any particular order):
 1. Lack of understanding of Career Banding
 2. Lack of supervisor and manager performance and accountability in personnel management.
 3. Salary inequities
 4. Non-value of performance evaluations
 5. An easier method for dismissing non-performing staff
 6. Equity in the hiring process
 7. The Staff Senate needs to be a more informed and stronger voice; there is not enough interaction between staff senators and staff
 8. The cost of employee parking
 9. Classism and racism are more deeply rooted than most people want to either think or admit
 10. Review of employee benefits
- Christa Radford will replace Vickie Glover as the main campus Employee Advocate.

Rewards and Recognition Committee

February 21, 2008

Brody Building

2:30 – 3:30

In attendance: Amanda Pantelidis (Chair), Jamie Charles (Chair-Elect), Harold Coleman, Mike Rowe, and Joani Zary.

Absent: Vicki Johnson, Jackie Petway, Verna Taft, Christopher Turner (Ex-Officio)

Proceedings:

- Meeting called to order at 2:35pm by Chair, Amanda Pantelidis.
- Last Month's meeting minutes were approved.
- The committee approved (2) computer loan applications.
- Proposal for Employee Appreciation Week has been drafted and submitted to the Chancellor. Items in the proposal include:
 - A Buffet Meal (Either Breakfast or Lunch)
 - Ice Cream Social for all employees
 - 8 hrs of Vacation Leave
 - ECU Lanyard for All Employees
- The committee continues to solicit local vendors for door prizes. Discussed if we should give them out sometime during employee appreciation week or wait and give them out during the ice cream social in May for outstanding employees.
- Service Awards are forecasted for April 10th. A reception will be held at 4:00pm for those employees with 25 years of service and greater.
- Centennial Awards nominations are currently under review. The awards will be presented at the Centennial Convocation Ceremony on March 27th at 10:00am.

Minutes submitted by Chair-Elect, Jamie Charles on March 17, 2008.