

Staff Congress.....At a Glance

Chair Report: Shannon Harr

*Chair Harr reported Staff Congress and Faculty Senate have been working to have the dependent graduate tuition waiver reinstated. Currently, the administration is not willing to reinstate the waiver, but the issue will be revisited at a later date.

*Some representatives have questions about exempt versus non-exempt issues that Mr. Gniot will answer later in his report.

*Currently, there is a 2.5% budget cut slated. Most likely it will not be worse than 2.5% and may be a little better once the house and senate complete their work. Be prepared for budget cuts although nothing is final.

*Anthem issued new insurance cards. Initially, we didn't think everyone would receive new cards, but since codes on them are different, everyone should discard their old Anthem cards and only use the new card.

*The performance pay group has been meeting and will more than likely not recommend performance pay be awarded this year as it is currently time for evaluations to be completed and most have not been completed at this time. The group wants all staff to understand the process and become familiar with the evaluation tool that is being used. Faculty will probably not recommend performance pay for their group this year, either. The group is working out a process for determining pay performance. The group is being thoughtful to make sure the process is equitable to all employees. Although the group doesn't want to leave money on the table, they do not want the process to be the same as it was during the inaugural dissemination. By working to define and fine-tune the process, communication of the process and expectations should be better during the next iteration. All employees will be aware of the ground rules and what to expect during the process. The group should have their work completed on this project within the next two months.

*There is an issue with class scheduling at MSU this semester, as there has been in previous semesters. There are courses that are scheduled 'off-bell' and overlap with other courses. This will change in the future as it prevents students from taking the class either before or after that particular course. All classes should be built within correct time frames. It is possible we may move away from MWF1 and TTHF2 classes to MWF courses that are 50 to 55 minutes in length and TTH courses that are sixty to seventy minutes in duration. This schedule is what the majority of institutions in the U.S. are using as their class module. Both the president and the provost support this change to class scheduling.

Vice-Chair Report: Craig Dennis

~Vice Chair Dennis had no report.

Faculty Senate Report: Chair Ann Rathbun

Chair Rathbun did not submit a report.

OLD BUSINESS:

None Presented

NEW BUSINESS:

None Presented

Upcoming EAGLE Events

MSU Professional
Development
Webinar

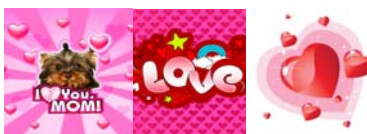


This webinar seeks to bring together senior-level administrators to reflect on their experiences in higher education. Attendees will range from all levels of higher education including entry-level professionals through senior managers.

Wednesday, February 12
2:00—3:00 p.m.
Riggle Room/ADUC

Valentine's Day

Who do you love?



Friday, February 14

Next Staff Congress Meeting



Monday, March 3
1:00 p.m.
Riggle Room, ADUC



February 2014



In order to create a stronger bond within the staff, to promote cooperation among the administration, faculty, students, and staff at Morehead State University, we, the staff of this university, do establish a representative body to be known as the Staff Congress

Logon to the Staff Congress Website

via the **PORTAL**—We can be found under **Employee Services**



Please click here to submit a Staff Concern

To view the latest Professional Development Opportunities, **CLICK HERE**

STAFF CONGRESS

COMMITTEE REPORTS

Benefits & Compensation: Committee Chair Amy Moore

No report submitted.

Credentials & Elections : Committee Chair Lora Pace

>Committee Chair Pace reported the committee met last week about the upcoming election, but with the changes occurring with exempt and non-exempt positions, some people may change EEO categories. The committee will need to look at who is in each area. The committee contacted Human Resources and a list of changes will be emailed to Committee Chair Pace this week. The committee will continue work after they receive the list. Until then, all work is at a stand-still.

Staff Issues: Committee Chair Kenna Allen

<Committee Chair Allen was not at the meeting, but she gave her information to Chair Harr to share.

<There were two staff issues submitted this month.

<There was a staff issue about how weather closing information is shared. Representative Moore explained the process: Everyone has the opportunity to sign-up for Eagle Alerts to get the closing texted to them. Information is also recorded on a number that people calling the main switchboard get and the 783-INFO number. The information also goes out to TV and radio stations to announce. The provost and the MSU police chief coordinate information from the Kentucky State Police and make a decision between 4:00 and 5:00 a.m.

There was a mix-up on Monday morning and the information was not put on the 783-INFO number or the switchboard number. In the past, Communications and Marketing did the notifications to the correct people to get the cancellations on the information lines. That responsibility has been transferred to the MSU Police Department and that is where the break-down in communication occurred. This issue has been resolved and should work correctly next time. There are also issues with employees

receiving e-alerts for cancellations at the regional campuses when they don't want them. Contact Communications and Marketing with these concerns. They are in charge of the e-alert system. EKU and UK cancelled classes Monday while we were on a delay. We have many commuter students who drive in from Elliott, Morgan, etc., who have problems getting here. According to students, many MSU faculty across campus canceled their classes anyway, even though the university was only on a two-hour delay.

<The second staff issue was regarding parking behind Howell-McDowell. The person submitting this concern felt as though students park there and go to ADUC for lunch and then come back and move their car. Police Chief Sparks said the MSUPD will watch this parking lot more closely.

Sustainability Committee: Committee Chair Benji Bryant

^No report submitted.



REMINDER!

IF YOU ARE NOT SIGNED UP FOR THE EAGLE ALERT SYSTEM, YOU MAY ALSO ACCESS IMPORTANT WEATHER AND EMERGENCY-RELATED INFORMATION BY

CALLING:

783-INFO
(783-4696)

OR YOU CAN SIGN-UP FOR EAGLE ALERTS AT:
ACTIVATE MY EAGLE ALERT ACCOUNT

**Staff Regent Report:
Mr. Todd Thacker**

Staff Regent Thacker apologized for missing the January meeting; he had the flu. Since he missed last month's meeting, he reported on the December 5th Board of Regents meeting. Items on the agenda included fall graduates, the honorary doctoral degree awarded to Jim and Linda Booth, the operating

budget was accepted and capital projects were approved. Capital projects approved include ADUC renovation, planning and designing an academic building for Music on the current Laughlin Building site, a student residential apartment complex, residential student housing at the MSU farm, land acquisitions, central campus reconstruction, and other items further down the list such as the Welcome Center and parking structures. We have bonding authority from the state, but how much debt can we absorb? Some bonds are almost completed and would go off the books while others would begin. Residence halls would be covered and would be paid with student rent revenue. The Board of Regents discussed agency and state bonds. The Board of Regents are being more conservative than in the past. The next BOR retreat is scheduled for February 21, 2014, and will be held in Lexington. The main topic of the retreat will be the Master Plan.

Staff Regent Thacker asked Mr. Gniot about the \$10.00/hour living wage. Mr. Gniot stated approximately 26 people would be affected at MSU if the minimum wage went to \$10.10/hour. There would be a gradual increase in pay over a three-year period for those people if the increase goes into effect. This is being discussed at the state level and no decisions have been made.

**Human Resources Report:
Mr. Phil Gniot, Human Resources Director**

The following are questions that was asked of Mr. Gniot during the session:

1. At the last Staff Congress meeting, it was stated that employees being moved from exempt to non-exempt status would keep the \$1000 they received as an exempt person. They would also be paid retroactively for what they would have earned, had they been non-exempt since July 1, 2013. This change would begin on February 1, 2014. The way this has been implemented in practice is not what was told to us last month. **Mr. Gniot said that if he said that, it was not accurate and not what he meant. People moving to non-exempt will get to keep the \$1000 and will get their increase beginning February 1. This will not be retroactive back to July 2013. Exempt means a person is exempt from the wage and hour law. If they didn't meet the exempt test, they were moved to non-exempt (hourly). There will be no decrease in pay or benefits for these people. After they change to non-exempt, if they work beyond 40 hours per week, they will receive time and a half or their schedule will be adjusted. There won't be separate grade ranges anymore. If there is a title change, that would be the only EEO category changes. Job descriptions weren't changed, even if the title was changed. Old job descriptions are still being used with the new titles. Gray area jobs will change to non-exempt if the position's decision-making abilities are limited.**
2. Has everyone going to non-exempt been notified? **Yes.** If they had a desk audit, but haven't heard anything, what does that mean? **It means there were no changes.** People haven't necessarily been told that though. **Mr. Gniot will do individual notifications to those people who had audits, but no changes, so they will know what is happening. He will do this within the next week.**
3. The people moving from exempt to non-exempt, were they at market value? **Their job didn't change, but most were behind market and in some cases substantially. If they were below market on February 1, they got one half towards market and will get the rest in July.**
4. For exempt employees, when will they know what their seven year mid-market amount is and what should they look at for the first of the three phases? **That has not been decided yet. The cabinet has a retreat tomorrow and that is on the agenda. There is no guarantee that exempt folks will get moved towards market in July due to the budget.**
5. Since flu shots are covered under our health insurance, is there any chance of getting shingles shots covered? **Mr. Gniot will check on this.**
6. Are there any discussions on bringing retirement people here to talk with employees? Some people don't want to drive to Frankfort to talk with them. **Mr. Gniot said the retirement people usually come to the benefits fair. Next time he will ask them to stay a while and meet with individuals who have questions. We have also had retirement workshops in the past.**

Cabinet Report: Ms. Beth Patrick

No report was submitted.