

Staff Congress: At-A-Glance

July 10, 2017

Chair Report: Dr. Scott Niles

Chair Niles reported that he, along with Staff Regent Harr, SGA President, and Faculty representatives, are scheduled to meet with Dr. Morgan again on July 17. Chair Niles polled the audience to ascertain the top issues that people would like to see him mention during his meeting(s) with Dr. Morgan. A few of the suggestions were: Staff Spring Break due to the fact we have not received pay increases; free Weight Watchers on campus; an ombudsman for Human Resources related issues; and ask about the possibility of MSU teaming up on healthcare with other Kentucky institutions of higher education, much like the Kentucky RX Coalition, in an effort to reduce our health insurance costs.

Chair Niles created an ad-hoc committee to compose a survey similar to the “Are We Making Progress?” survey that MSU used to conduct. The new survey will be sent to MSU employees in the new future. Survey results could be presented to Dr. Morgan in an effort to help him gauge overall employee satisfaction and the state of campus morale.

Vice-Chair Report: Clarissa Purnell

Vice-Chair Purnell indicated that all items on the legacy portal are as up-to-date as possible, and changes will be submitted to COMA for the forward facing site.

Employees are strongly encouraged to check their Flex Made Easy health reimbursement account. The company encountered an issue when they were uploading July contributions, resulting in the additions needing to be made manually. If you feel your account was not credited correctly, you can contact Human Resources and they will let you know what your total July contribution should have been. Employees with accounts showing an incorrect amount may want to contact Flex Made Easy at info@flexmadeeasy.com to report the discrepancy.

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Benefits & Compensation: Committee Chair Craig Dennis

* **Committee Chair Dennis** was unable to attend but submitted the following brief report to Chair Niles:

Committee Chair Dennis indicated that he had spoken to HR Director Nally regarding UAR 324.03 on employee compensation. Director Nally noted that the UAR is still on the table, but there are a few minor wording changes that he would like to make before it is submitted for approval by the Board of Regents (BOR).

Credentials & Elections: Committee Chair Lora Pace

* **Committee Vice-Chair LaFontaine** noted the following changes in Staff Congress representation:

- Rep. Krista Utterback changed positions at MSU, subsequently changing her geographical location and making her ineligible to serve her current term.
- Rep. Eric Thomas resigned his Staff Congress position due to job responsibilities. Richard Fletcher was the next highest vote earner, and has been contacted about filling the vacancy.
- Rep. Joe Fraley was released from Staff Congress due to violation of the attendance policy. Paige McDaniel was the next highest vote earner, and has accepted the offer to fill the vacancy.

Staff Issues: Committee Chair Jill McBride

* **Committee Chair McBride** presented the following Staff Issues that were received since the June 2017 meeting:

**** CONCERN (submitted 05/24/2017)****

With MSU dealing with a multi-million dollar deficit, how is it that offices such as IT have numerous job postings totaling nearly \$250,000 if the qualified candidates start at entry level pay? Since IT has repeatedly failed to meet deadlines and hasn't produced anything "wow worthy" in years unless you count a portal no one can navigate and an email system that they have little control over, wouldn't it be a much better investment if we placed \$250,000 toward recruiting and retention?

**** CONCERN (submitted 05/25/2017)****

I am concerned that we have 5 positions advertised for positions in Information Technology that range from \$50,000.00 to \$77,000.00. Are these new positions? During times of budget shortfalls is this prudent?

RESPONSE (received 06/26/2017 from Steve Richmond)

After careful analysis, the University President's Cabinet chose to allocate strategic funds to the Office of Information Technology in the 2017-2018 Operating Budget to address MSU's need to adequately maintain and enhance MSU's growing Enterprise Application Services. The investment in additional positions referenced below represent a cost saving strategy to reduce the current and growing operational dependency on third party providers.

These expanded support positions are essential to meet the needed services to the functional offices, students and faculty that depend on technology solutions to effectively and efficiently complete their work and academic goals. I welcome the opportunity to meet with and have more in-depth discussion with anyone that has questions or concerns.

**** CONCERN (submitted 06/21/2017)****

Earned vacation time isn't being entered into the system timely, amounts shown on our paychecks isn't right, employees are losing vacation time because we never know what our balance is and often hit the maximum. When is HR going to fix this problem?

RESPONSE (a similar question was asked in the past. Below is the response received 9/30/2016 from Harold Nally)

HR intentions are to have the updates posted on the last day of the month. However, it can vary depending on what day the last day of the month falls on. The process to post the accruals is more than a push of a button, and takes time to make sure the information is correct. We know this information important to employees, we attempt to have this available for employees to view by the end of the month and “not just whenever”. We do everything we can make sure this available to employees by the fifth (5th) of the month.

Sustainability Committee

***Representative Niehoff** provided the following updates:

- A total of 130 new recycling bins will be placed across campus (hopefully) prior to the start of the Fall 2017 semester.
- Rep. Niehoff is working with Facilities Management to have bicycle lanes installed on the roadway. This would make the road safer for cyclists, and the sidewalks safer for those walking.
- She is also working on a Transportation Alternative grant that would pay a portion of the more than \$400,000 needed to finish funding the Eagle Walkway on campus.
- The sustainability budget has previously been funded using discretionary funds. Rep. Niehoff is still waiting to hear how much, if any, funds will be used for her budget for the 2017-2018 year.
- Pepsi has offered to donate \$30,000 for a program that would allow the MSU campus community to “rent” a bicycle with a swipe of their EagleCard. MSU will still need to contribute more than \$45,000 to completely fund the program.

While on the topic of bicycles on campus, Rep. LaFontaine noted that there are currently two bicycle service stations on campus located at the Recreation and Wellness Center and Third Street Eats. There are also 15 bicycles available for rent via the Rec Center.

Other Reports

Staff Regent Report: Dr. Shannon Harr

Staff Regent Harr wanted to take a moment to talk about voting on Pac-26 during the June Board of Regents meeting. He indicated that his number one priority as staff elected regent is to always consider his constituents concerns and the impact on those he represents when voting. He emphasized that the relationship between faculty and staff historically has been an “us versus them” mentality, and that it is his hope that all MSU employees, both faculty and staff, can work together to help move MSU forward.

Human Resources Report: Harold Nally, Director of Human Resources

Director Nally was unable to attend and no report was submitted.

Cabinet Report: Beth Patrick

VP Patrick was not unable to attend and no report was submitted.

OLD BUSINESS:

No old business to report.

NEW BUSINESS:

Subcommittee appointments. A motion was passed to table the subcommittee appointments until the August meeting due to low July attendance.

UPCOMING EAGLE EVENTS

- Monday, July 10 – Friday, July 14: Facilities Management will conduct a steam outage. Majority of campus buildings will be without hot water during this time.
- Friday, July 21: MSU night at the Lexington Legends game. Ticket deadline is Friday, July 14.
- Wednesday, August 9 – Thursday, August 10: First Year student move-in. Keep an eye on <http://msucares.volunteerhub.com/events/indexv1> for move-in day volunteer opportunities.

CAMPUS ANNOUNCEMENTS

- Monday, August 7: Next STAFF CONGRESS meeting Combs Building 413 1:00 p.m.
- The Star Theatre will be continuing their bi-monthly relaxation programs. Check their website at <http://www.moreheadstate.edu/College-of-Science/Earth-and-Space-Sciences/Star-Theater> for dates and times.
- The ADUC renovation is 42% complete.
- Cotinine testing and biometric screenings for 2017 WellPoints are available by appointment in the Caudill Health Clinic.
- Don't forget to check www.msueagles.com for upcoming MSU athletic events.

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