



### Chair Report: Aaron Gay

- ◆ Chair Gay reported on the President’s Leadership Council meeting held on October 17, 2012. The main topic of discussion was retention. Chair Gay presented the last three slides of the presentation and discussed issues that were identified as needing additional research. One such item identified was why MSU’s fall-to-fall retention rate is down. Staff Congress members inquired why students were not being asked when they checked out of their dorm rooms or withdrew in the Office of the Registrar from class why they were not returning. Information is currently being tracked on a voluntary basis in the Office of the Registrar when students withdraw, but no one is utilizing the data. (To see the presentation in its entirety click RETENTION PRESENTATION.) Members should email Chair Gay with questions/concerns.
- ◆ Chair Gay, Provost Hughes, Mr. Walters, and Dr. Ann Rathbun met with President Andrews regarding an ombudsman position at MSU. An ombudsman at MSU would act as a liaison for faculty and staff who are having problems in their MSU work environment that cannot be resolved. President Andrews is going to review the latest “Are We Making Progress” survey results to identify if there are widespread problems at our campus that would necessitate an ombudsman position being created. The faculty/staff representatives suggested a six-month appointment of the position to determine what the need would be and what type of workload could be expected for the person appointed to this position. The representatives also suggested hiring an outside individual to fill the position as an outside individual would have no partiality when handling claims. Once workload and need is established, it could be determined if the position should be a full-time position or if it should continue on a contract basis. The timeframe for the President’s decision is uncertain. Previously, the President has not supported an ombudsman position at MSU. If you have any questions/concerns about an ombudsman position, please submit them through the confidential, anonymous Staff Concerns tab on the Staff Congress website.
- ◆ The Staff Concerns site has been inundated with concerns and the Executive Council met to discuss them on October 31. More detail will be provided in the Staff Issues Committee report by Representative Allen.

### Vice-Chair Report: Shannon Harr

- ◆ Vice-Chair Harr was on a business trip during the Staff Congress meeting and did not have a report.
- ◆ October Professional Development sessions were cancelled due to presenter illness. The sessions have been rescheduled for December.

#### OLD BUSINESS

⇒ There was no old business to address at this meeting.

#### NEW BUSINESS

⇒ A motion was made to accept Jill McBride as a replacement for Julie Ferguson by the Credentials and Elections Committee and the vote passed.

#### UPCOMING EVENTS

Thanksgiving Break **November 21—23**  
*No office hours*

Staff Congress Meeting (1:00 p.m.) **December 3rd**  
**Riggle Room**  
*Contact your representative with any issues/concerns*

#### ITEMS OF INTEREST

- ◆ To submit a confidential, anonymous staff concern, please click here:  
[STAFF CONCERNS FORM](#)
- ◆ Be sure to submit your WellPoints Tracking Forms to the Office of Human Resources before December 3, 2012!!!

### COMMITTEE REPORTS

#### Benefits & Compensation Committee:

##### Committee Chair Joel Pace

>Benefits and Compensation had no report.

#### Credentials & Elections Committee:

##### Committee Chair Lora Pace

\*Representative Lora Pace reported a member of Staff Congress has been dismissed due to four consecutive meeting absences. If there are three consecutive absences or five absences in an academic year, members will be dismissed per the Staff Congress By-Laws, Section 5,A. As a result of the dismissal, Jill McBride was the third person in line of succession to the seat and has consented to become the

replacement member. She will complete the term through the end of June and she can run for election at that time.

\*Keith Quinn will fill the Service/Maintenance vacancy, which will ensure Staff Congress has a full thirty member roster.

#### Green Committee:

##### Committee Chair Benji Bryant

>The Green Committee has no report at this time, as Representative Bryant was attending a training event.  
 >Representative McDaniel informed Staff Congress members of an upcoming event that she is going to schedule that will feature only green vendors. She will continue to try

to reach Representative Bryant about the event .

#### Staff Issues Committee: Committee Chair Kenna Allen

\*Representative Allen reported there were many issues submitted on the Staff Concerns website, many of which regarded the parking situation behind Howell McDowell for two events in the same week. The main concerns of constituents were no advance notice was given and the entire parking lot was blocked off for the events. Representative Allen spoke with MSU Police Department officials and was assured they would do a better job informing the campus community of upcoming events that would impact parking.  
 \*Representative Allen had another Staff Concern submitted regarding Spring Break .

**MOREHEAD STATE  
UNIVERSITY  
STAFF CONGRESS**



*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.*

**We're on the web!  
Staff Congress**

**Event:** BOR Work Session  
**Date:** Thursday, November 15th  
**Time:** 9:00 a.m.  
**Site:** Riggle Room, ADUC

**AGENDA:**

1. Update on Strategic Enrollment Plan (Jeffrey Liles)
2. Report on Draft Technology Master Plan (Michael Walters)
3. Discussion of Draft Weapons Policy (Jane Fitzpatrick)
4. Comprehensive Report on Employee Benefits (Michael Walters)
5. Other Business

**Quarterly BOR Meeting:**  
9:00 a.m., December 6, 2012

**Fall Commencement**  
10:30 a.m., December 15, 2012

**COMMITTEE REPORTS, CONTINUED**

**Staff Issues Committee:  
Committee Chair Kenna Allen,  
cont.**

\*Representative Allen had a couple of issues that were forwarded to Mr. Phil Gniot and will be addressed during the Human Resources report.  
\*Representatives Allen, Chair Gay, and Vice-Chair Harr met and drafted a resolution regarding the Ombudsman position. Staff Congress voted to approve the Ombudsman Resolution at the October 1st meeting.

**Staff Regent Report: Todd Thacker**

<> Staff Regent Thacker reported there will be a Board of Regents Work Session on November 15th, and the next Board of Regents meeting will be held on December 6th.  
<>The Board of Regents has voted to go green and, as a result, will no longer require personnel rosters, etc., as they were provided with University iPads®.  
<>Staff Regent Thacker informed members that he did receive a copy of

President Andrews's contract he had previously requested at the last Board of Regent meeting.

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

\*\*Mr. Gniot did not address the Staff Concerns Representative Allen forwarded to him in this Staff Congress meeting, and focused his presentation on Open Enrollment and Benefits for 2013.  
\*\*Mr. Gniot stressed that this year is a positive enrollment period which means everyone must enroll, even if they want the same benefit options they chose last year. Highlights of the presentation were as follows:

- ⇒ Enrollment will now be conducted through your WebAdvisor account. This allows employees to see the benefits in which they are currently enrolled and the benefits they choose for the active enrollment period.
- ⇒ MSU is experiencing no change in the healthcare, dental, or life insurance premiums for employees.
- ⇒ National trend shows a 7% increase for health insurance. MSU did not experience this increase.
- ⇒ Incentives for health insurance incentives are the Health Risk Assessment (taken on Anthem's website), Tobacco Use Form, and WellPoints tracking forms.
- ⇒ HRA will be administered by Tri-Star and there is no cost increase for employees to obtain a debit card. The HRA amounts remain the same of \$650/ single and \$1,150/2-person or family for the \$1,500 and \$2,500 plans. The maximum balance in an HRA account is \$6,000 and is functional for up to 12 months after termination of employment from MSU.
- ⇒ There is a change in the federal FSA laws. Medical reimbursement maximum is now \$2,500 instead of \$5,000 and dependent care remains at \$5,000.
- ⇒ Human Resources will send email reminders to those employees who have not enrolled in a benefit package before the enrollment period ends (NOVEMBER 9th).

**Cabinet Report: Mr. Mike Walters**

>Mr. Walters was not present at the Staff Congress meeting and no report was submitted.

**PG-62: DEADLY WEAPONS ON  
CAMPUS POLICY**

MSU General Council Jane Fitzpatrick discussed PG-62, Deadly Weapons on Campus policy with Staff Congress representatives. PG-62 came about as a result in a change in Kentucky law based upon a case on the University of Kentucky campus. Ms. Fitzpatrick presented the background on the UK case along with a copy of PG-62 for representative review. Members were asked to email comments or questions to Chair Gay, who will forward the concerns to Ms. Fitzpatrick by 11/16/2012.

**OUTDOOR RECREATION ACTIVITIES  
AT THE MSU WELLNESS CENTER**

Pat Langendorfer, Outdoor Recreation Coordinator gave a presentation on outdoor recreation activities that are available to staff, faculty, and students. Activities include outdoor adventure trips (white-water rafting, backpacking), educational workshops, and the Challenge Course which is also available for departments/units to participate and builds teamwork and communication skills. Plans to open Eagle Lake for use by the campus community for kayaking, fishing, and other activities are in the planning stage at this time.