

**MOREHEAD STATE UNIVERSITY
STAFF CONGRESS MINUTES
March 4, 2013**

MEMBERS:

Kenna Allen	Craig Dennis	Travis Jolley	Paige McDaniel	Joel Pace
Sheila Barber	Aaron Gay	Yvette Kell*	Tina McWain	Lora Pace
Regina Beach*	Shannon Harr	Margaret LaFontaine	Brooke Mills	Ray Perry
Benji Bryant*	Paul Hitchcock*	Amanda Lewis	Kerry Murphy	Clarissa Purnell
Rhonda Crisp	Joe Hunsucker	Patty Little	Scott Niles	Barbara Willoughby
Jason Dailey	Michelle Hutchinson*	Jill McBride	Matthew Nutter*	Donnie Willoughby

*Denotes member was absent.

Guests:	Phil Gniot, HR Director; Beth Patrick, Chief Financial Officer/VP; and Rebecca McGinnis, Conference Services Manager
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Chair Gay called the meeting to order at 1:00 p.m.

Motion:	To approve the minutes from the February 2013 meeting
Called for Vote:	Motion passed.

Ms. Jane Fitzpatrick, University Counsel, did not attend the meeting. The retirement measure she was coming to report on was withdrawn. She will come at a later date to explain other legislation.

Chair's Report	<p>Chair Gay reported that the President's Leadership Council met. Jill Ratliff did a presentation on the 'Are We Making Progress' survey. There was a lively debate. There was a second meeting with the President and some of his cabinet with the Executive Councils of Staff Congress and Faculty Senate. The President gave a charge to members of Staff Congress and Faculty Senate to ask constituents what would make employment better at MSU. Chair Gay will draft the question for members to send out to constituents. The deadline is March 15. Chair Gay will ask Jill Ratliff to come and do a presentation to Staff Congress about the 'Are We Making Progress' survey. Rep. J. Pace said in order to have a meaningful discussion; members should read the report before the presentation.</p> <p>Faculty Senate was told that MSU will not be hiring an Ombudsman. A grievance process is already in place per the President.</p>
Vice-Chair's Report	Vice-Chair Harr reported it will be a while before the Staff Congress information will be up on the Portal. Information Technology's priority is retention issues at this time.
Secretary's Report	Secretary Crisp reported the supply balance is \$1546.08. Purchases for February included a new member name plate, our portion of the Professional Development workshops fee to U.K., and printing of Professional Development advertising postcards.

Committee Reports

Benefits & Compensation	<p>Chair J. Pace reported that the committee met with Phil Gniot about the benefits report that was presented to Staff Congress in February. He said we need to better promote the breadth of our benefits across campus.</p> <p>The university-wide Employee Benefits Committee has not met.</p>
Credentials & Elections	<p>Chair L. Pace reported that the committee has been working on election information. This is not a Regent election year. Nomination forms will be sent out March 11. The last day for nominations will be April 1 and sample ballots will be sent out on April 3. Online elections will be April 22 and 23. Computers will be available in the Rice Building for staff who needs a computer to use for voting. We should elect 10 members per year, but it is not working out that way right now. It will take 2-3 years to get on that cycle.</p> <p>Rep. Hunsucker asked what precinct the Adult Learning Centers are in. Chair L. Pace said they are in area 4.</p> <p>Rep. Dailey asked how long a person needs to be employed before they are allowed to vote. Chair L. Pace said the committee will look into that. As far as she knows, nothing is specified in the By-Laws.</p>
Green Committee	<p>Rep. Lewis reported the committee met on February 15 and discussed Earth Day.</p>
Staff Issues	<p>Chair Allen reported that there were two PD trainings on February 26. Five people attended the first session and 12 people attended the second session. They received very positive comments on the evaluations. There was a question about the length of the workshops and if people could leave their office for that amount of time. The evaluation comments showed that participants thought it was worth the time spent. March 19 is the next PD day. Topics include: Generations in the Workplace and Resolving Workplace Conflict.</p> <p>There was a staff concern received through the website. The question was about using tuition waivers for 800 level courses. Mr. Gniot said that by policy, an employee can use tuition waivers for 800 level courses. The problem is we can't supplant a paying person. Since there is a waiting list for these courses, it eliminates the opportunity for people using tuition waivers to take the course before a paying person. If it ever gets to the point where there isn't a waiting list, then people using a tuition waiver could get in the courses.</p> <p>Chair Allen also reported that the Career Fair is tomorrow. Events such as this will not be using parking where employees pay to park anymore. They will be using the lot next to ADUC and will shuttle other participants from</p>

	the Bypass lot.
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Regent's Report: Staff Regent Thacker is working on the electrical problem in Ginger Hall and couldn't be at the meeting. No report.

Human Resources Report: Phil Gniot reported that there will be information about compensation coming in late March or early April.

Rep. J. Pace asked about a bereavement account where employees could withdraw funds for travel, meals, etc. when a family member from out of town passes away. Mr. Gniot said the only information he could find was for something called a Social Welfare fund that would be self-funded by employees. He couldn't find any other information about a benefit of this kind.

Cabinet Report: VP Patrick reported that the Cabinet is focused on developing the 2013/14 budget. They are also working on trying to simplify the tuition structure, fixed and unavoidable costs, and the compensation plan to bring faculty and staff salaries to market. Compensation Forums will begin soon.

The Ginger Hall fire was in the main switch area. The system shorted out from long usage. The system was installed in 1967. They hope to get the electric back on later this week, but a permanent fix will come in 10-12 weeks. Offices that have been relocated, might want to stay in the new location until the permanent fix comes about.

Chair Gay asked VP Patrick to explain how the sequester would impact MSU.

- For 2013/2014, Pell grants will not be impacted.
- SEOG grants (for most needy students) will be cut for 2013/2014. Eagle Excellence Grants might pick up some of the loss.
- There will be significant grants reduction for Federal Research.
- Federal Workstudy will have cuts, but we don't know how much yet. Between SEOG and federal workstudy, the federal government estimates that 100,000 students nationwide will be impacted.

Old Business: None

New Business:

Motion:	To accept the Staff Congress election plan as submitted with changes to areas discussed	
	Proposed: Rep. L. Pace	Seconded: none needed
Called for Vote:	Passed	

Announcements:

- Career Fair, March 5, 10 a.m.-1 p.m., Crager Room
- OVC Basketball Tournament, March 6-9, Nashville, TN
- Grad Fair, March 13 and 14, 10 a.m.-5 p.m., MSU Bookstore
- Board of Regents meeting, March 14
- Spring Break for faculty & students, March 18-22
- March Professional Development Opportunities:
 - Generations in the Workplace, March 19, 8:30 a.m.-12 p.m., ADUC 312
 - Resolving Workplace Conflict, March 19, 1 p.m.-4:30 p.m., ADUC 312
- Next meeting, April 1, 1 p.m., Riggle Room

- The Recreation & Wellness Center will be open during Spring Break. Check the website for hours.
- Writing Successful Service and Education Proposals Workshop, March 27, 1:00-4:00 p.m., Riggle Room ADUC, seating is limited, so register early (free to faculty and staff)
- Bridges to Literacy Event with First Lady Jane Beshear, March 5, 11:20 a.m.-12:20 p.m., Library Commons Area

Motion:	To adjourn	
	Proposed: Rep. LaFontaine	Seconded: Rep. Little
Called for Vote:	Passed	

Minutes submitted by: Rhonda Crisp, Secretary