



## Chair Report: Aaron Gay

- ◆ Chair Gay stated the President's Leadership Council (PLC) met approximately three weeks ago. At the last PLC meeting, Jill Ratliff, Assistant Vice President of Academic Affairs, IRSA, gave a presentation regarding the "Are We Making Progress" survey, which resulted in a lively debate among attendees regarding the data. A second meeting with the PLC, Staff Congress Executive Council, and Faculty Senate Executive Council resulted in the President charging Staff Congress and Faculty Senate to go to their constituents and ask what would make employment better at MSU for faculty and staff. Chair Gay wants all staff constituents to be involved in this process and to give feedback that will enable the PLC to understand current issues staff face in their positions. Chair Gay charged all Staff Congress representatives to email their constituents requesting feedback. The deadline for Chair Gay to submit feedback to the President will be March 15. Constituents are encouraged to email their representatives or use the Staff Concerns form on the Staff Congress webpage by March 14th to provide their feedback on this topic.
- ◆ Chair Gay will invite Jill Ratliff to give a presentation at the next Staff Congress meeting on the "Are We Making Progress" report. In order to have a meaningful discussion, all Staff Congress Representatives are encouraged to read the report before the presentation (to access the report, login to MYMoreheadState portal, select "Current Issues," and click on "Are We Making Progress?" 2012 Report)
- ◆ Chair Gay reported work on the Ombudsman issue will be suspended at this time. President Andrews assured the Executive Councils of Staff Congress and Faculty Senate there are processes in place to address workplace concerns and an Ombudsman position is not required at Morehead State University.

## Vice-Chair Report: Shannon Harr

- ◆ Vice-Chair Harr stated work on the conversion of the Staff Congress webpage to a portal site is on-going. He will continue to update members. The main priority for Information Technology at this time is retention.

### OLD BUSINESS

NONE

### NEW BUSINESS

**Representative Lora Pace proposed a motion to accept the Staff Congress election plan as submitted with changes to areas as discussed in session. Motion passed.**

### Upcoming Events

<p><b>OVC Basketball tournament</b>      <b>March 6—9</b> Nashville, TN </p> <p><b>Grad Fair, MSU Bookstore, ADUC</b>      <b>March 13-14</b> </p> <p><b>Board of Regents Meeting</b>      <b>March 14</b> </p> <p><b>Riggle Room, ADUC</b></p> <p><b>SPRING BREAK</b>      <b>March 18—22</b> </p> <p><b>for Faculty/Students</b></p> <p><b>Professional Development</b> <b>Generations in the Workplace</b>      <b>March 19</b> <b>8:30—12:00 p.m. (ADUC 312)</b>      <b>March 19</b> </p> <p><b>Resolving Workplace Conflict</b> <b>1:00 pm—4:30 pm (ADUC 312)</b></p> <p><b>Staff Congress Meeting</b>      <b>April 1</b> </p> <p><b>(1:00 p.m.)</b> <b>Riggle Room</b></p>	
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### Items of Interest

**To submit a confidential, anonymous staff concern, click :**

**[STAFF CONCERNS FORM](#)**

**To sign up for a Professional Development Opportunity,**

**Click: [REGISTRATION](#)**

## COMMITTEE REPORTS

### Benefits & Compensation Committee: Committee Chair Joel Pace

>Committee Chair Joel Pace reported the Benefits & Compensation committee met February 13th to study the benefits report more in-depth. Mr. Phil Gniot presented the report to Staff Congress during the February meeting. As a result of the meeting, it was suggested the breadth of benefits that are offered at MSU should be better promoted to the campus community.

>Committee Chair Pace indicated the university-wide Employee Benefits Committee has not met.

### Credentials & Elections Committee: Committee Chair Lora Pace

>Committee Chair Lora Pace extended a welcome to Ray Perry as the newest Staff Congress Representative.

>Chair Pace reported the committee has been working on election information.

>Chair Pace reviewed the schedule for Staff Congress Elections. Nomination forms will be available March 11th, with the last day for nominations being April 1st. On April 3rd a sample ballot will be sent, with online voting scheduled for April 22—April 23. Computers will be available in the Rice Building for those employees wishing to

vote.

>After reviewing the representation by Area, it was decided to change Waterfield Hall to the Educational Services Building; remove Downing Hall from the representation listings; and add all off-campus sites and the Adult Learning Centers to the represented buildings listed in Area 4.

>Chair Pace will bring forth a motion in New Business to set the number of days an employee must be actively working in their position in order to vote in the Staff Congress elections. Currently, this is not addressed in Staff Congress By-Laws and historically the Election Committee has allowed employees to vote regardless of number of days in position.

*(Committee Reports continued on next page)*



## 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

### UPDATE GINGER HALL 03-06-2013

Electricity in Ginger Hall has been restored and the building will re-open on Monday, March 11th at 8:00 a.m.

Courses will return to the building on a class-by-class basis.

Relocated offices will remain in their temporary location until the end of the semester to allow for additional infrastructure work to be completed.

Faculty may return to their individual offices on Monday, March 11th.

For continued updates, please check the GINGER HALL website.



## COMMITTEE REPORTS, CONTINUED

### Green Committee: Committee Chair Benji Bryant

>Committee Chair Benji Bryant was not present at the meeting, but Representative Lewis reported the committee met on February 15th and discussed possible events for Green Day.

### Staff Issues Committee: Committee Chair Kenna Allen

>Committee Chair Allen commented on the professional development sessions held in February. Attendance was low (2/26) in the first session, *Moving Forward After Change*, but was better (12/16) in the second session, *Leading Effective Teams*. Although attendees were concerned about the time commitment to attend training (each session allotted 3.5 hours for presentation), evaluation comments indicated participants thought the time well spent. Comments from those attending the latest sessions include "I don't always expect good things from training. I worry that 2-3 hr training might drag on. I found the pace good, the content very valuable, the speaker engaging, and I took a lot away from the session and I am glad I committed my time to participating" and "Trainer is very knowledgeable, provided practical information that can be transferred to TEAMS. Best training I've attended in years!"

>The next professional development sessions will be held on March 19th: *Generations in the Workplace* and *Resolving Workplace Conflict*. Anyone interested in attending one of the sessions should register on the Human Resources Website.

>A staff concern was submitted via the website regarding use of tuition waivers for 800 level courses at MSU. Mr. Gniot clarified employees may use a tuition waiver for 800 level courses, although a tuition waiver cannot supplant a student who is paying tuition. There has been a waiting list since the inception of the doctoral program offerings at MSU. If enrollment in the doctoral program (800 level courses) stabilizes and the waiting list is eliminated for these courses, resulting in empty class slots, tuition waivers may be utilized at MSU for 800 level courses.

>Career Fair will be held in ADUC on Tuesday, March 5th.

>President Andrews has decreed faculty/staff paid parking spaces will not be used for campus events during business hours.

### Staff Regent Report: Todd Thacker

>Staff Regent Thacker was not in attendance to give a report due to the fire in Ginger Hall and the on-going efforts to bring the building back online.

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

>Mr. Gniot reported there will be an update on compensation issues later this month. Mr. Gniot will brief the Cabinet regarding the proposal. Once the Cabinet has been briefed, Mr. Gniot will present to Staff Congress late March/early April.

>Mr. Gniot indicated there was a question regarding an employee-accessible bereavement account.

This bereavement account would provide employees the opportunity to withdraw funds to cover expenses such as travel, meals, etc., an employee would incur when a family member passes away that lives out of town. Mr. Gniot researched this type of employee benefit and found information on a Social Welfare fund that would be self-funded by employees. MSU currently does not offer this type of fund to employees; however, employees do have access to bereavement leave (paid time off) per PG-24.

### Cabinet Report: Ms. Beth Patrick

>VP Patrick reported the Cabinet is focused on development of the 2013-2014 budget. Among items under review are tuition structure, fixed/unavoidable costs, and the proposed Compensation Plan to bring faculty and staff salaries to market. The proposed Compensation Plan will be shown to the President's Leadership Council during the March 13th meeting. Once the President's Leadership Council has seen the Compensation Proposal, there will be a series of Compensation Forums on campus to disseminate the information to interested faculty and staff members.

>Ginger Hall is closed as a result of a fire in the main switch area. The electrical system failed due to the age of the system and components. The system was installed in 1967 when the building was erected. Maintenance is projecting electric will be restored to the building by the end of the week, with restoration of the water system to follow. To permanently correct the issue in the main electrical switch area, projected time estimates for selective areas in the building to be offline are 10-12 weeks. Currently, the building is completely off-line. Classrooms and offices have temporarily relocated to other areas on campus.

>VP Patrick explained how the Congressional sequester would impact MSU:

- For the academic year 2013/2014 Pell grants will not be impacted.
- SEOG grants (for students with the most financial need) will be cut for 2013/2014. Eagle Excellence Grants could potentially pick up some of the loss.
- There will be significant reductions in grants for Federal Research.
- Federal work study programs will suffer cuts, but it is yet unknown to what extent.
- Between SEOG and federal work study reductions, the federal government estimates that 100,000 students nationwide will be adversely impacted.

## "ARE WE MAKING PROGRESS?"

### UPDATE

As a result of the "Are We Making Progress?" survey data, President Andrews has held several meetings with key administrative groups and the Executive Councils of Staff Congress and Faculty Senate.

Those in attendance of the "Are We Making Progress?" survey data meetings have been charged by President Andrews to poll constituents regarding the current campus climate.

To solicit your thoughts, opinions, and/or experiences on the MSU campus to be heard, your Staff Congress representative will be emailing you for feedback.

Please respond to your Staff Congress representative  
or submit a Staff Concerns form no later than March 14th on this important topic!