

Staff Congress.....At a Glance



April 1, 2013

Chair Report: Aaron Gay

- ◆ Chair Gay indicated the executive council met and discussed March professional development and Chair Gay's meeting with VP Patrick. Chair Gay presented information to VP Patrick of the results from a poll of staff regarding the "Are We Making Progress" report. The findings were what staff members thought would make Morehead State University a better place to work. The executive council reported the information in aggregate to Dr. John Ernst, Executive Assistant to President Andrews, but they do not know if the information was forwarded to President Andrews for review.
- ◆ Chair Gay also spoke with VP Patrick regarding instituting supervisor reviews by their direct reports. Currently, staff members do not have the opportunity to evaluate their supervisor(s). Although this idea is in its infancy, staff will have the opportunity to give feedback and discuss the pros and cons of a supervisor evaluation in the future as the idea evolves. As some point, this suggestion will go before the Cabinet.
- ◆ Chair Gay and VP Patrick held a discussion regarding the possibility of instituting term limits for Staff Regent, which would give more people an opportunity to serve. Chair Gay will keep everyone apprised of this suggestion as it develops.

Vice-Chair Report: Shannon Harr

- ◆ Vice-Chair Harr did not have a report for Staff Congress due to the inability to get the new Staff Congress portal up and running for reasons discussed in other meetings.

OLD BUSINESS


NONE

NEW BUSINESS

NONE

Upcoming Events

 **College of Business Golf Scramble**  **April 26th**

 **DERBY-Themed GALA** **April 27th**

 **Professional Development** **April 30th**

Our Iceberg is Melting
8:30 a.m.—12:00 p.m.
ADUC 312

Goal Setting 101
1:00 p.m.—3:00 p.m.
ADUC 312

Staff Congress Meeting
(1:00 p.m.)
Riggie Room **May 6th**

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 met with Chair Gay and Mr. Gniot, Human Resource Director, regarding the new employee compensation plan. Committee Chair Pace believes the plan is a step in the right direction. Being able to have a discussion about bringing positions to market value during the budget process is phenomenal. Human Resources will begin looking at exempt positions in the upcoming year, so the process is moving quickly. Committee Chair Pace noted WKU currently faces

employee lay-offs for the upcoming fiscal year.

Credentials & Elections Committee: Committee Chair Lora Pace

*Committee Chair Lora Pace reported the online ballot process for Staff Congress representatives will close today at 4:00 p.m. There have been 17 nominations and all categories have nominations. The ballot will go out to staff on Wednesday and the online election will be held April 22nd & 23rd. There have been technical issues if a staff member wants to nominate two people, so

if this happens, the person nominating should clear the browser history, submit two separate nominations, use a different computer, clear temporary files and the cache. Committee Chair Pace has not received any complaints about this issue as of this meeting.

Green Committee: Committee Chair Benji Bryant

>Committee Chair Bryant did not have a report to submit.

Committee Reports, continued 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

Morehead State University Sustainability & Green Initiatives

Morehead State University's Energy Manager, Mr. Bob Cooper, provided Staff Congress with information regarding MSU's Sustainability & Green Initiatives. Mr. Cooper is a Certified Energy Manager, one of the few people in the state to have this certification.

Mr. Cooper confirmed MSU's commitment to reduce emissions, save money, and be energy conscious as an institution. Examples of MSU's commitment to sustainability and 'going green' include:

- Purchase of 10 electric vehicles
- New construction must meet LEED (Leadership, Energy & Environmental Design) standards or certification
- Installation of an Energy Management System which includes light sensors in buildings, motors and pumps, energy competitions in residence halls, conversion from steam heat to gas, green-sealed certified custodial chemicals, and recycling items such as paper, cardboard, bound books, toner & printer cartridges, and fluorescent light bulbs.

MSU is preparing to hire a firm that will be tasked with recycling old computers which will reduce landfill waste.



COMMITTEE REPORTS, CONTINUED

Staff Issues Committee: Committee Chair Kenna Allen

*Committee Chair Allen reported on the success of March Professional Development. The first workshop, *Generations in the Workplace*, reported 9 attendees out of 12 registrations. The second workshop, *Solving Workplace Conflict*, had 20 attendees out of the 23 registrations. There is a cap of 25 people per session, but the facilitators are willing to take a few more during each session, if registration indicates the need.

*Committee Chair Allen stated due to the relationship Chair Gay has cultivated with Faculty Senate, Faculty Senate members have inquired about the anonymous, confidential submission form on the Staff Congress webpage. Faculty Senate plans to implement a similar submission page on their website for faculty concerns. To date, 71 issues have been submitted to Staff Congress through the anonymous, confidential submission form on our website.

A breakdown of the issue submissions are as follows:

1. Seven (7) submissions related to Spring Break
2. Twenty (20) submissions related to parking issues
3. Twenty-eight (28) submissions related to feedback on the "Are We Making Progress?" report

Sixteen (16) issues were addressed by Staff Congress or Human Resources and feedback was provided as requested.

Staff Regent Report: Todd Thacker

>Staff Regent Thacker apologized for missing the previous meeting, but indicated he was working to resolve the electrical problems in Ginger Hall. Staff Regent Thacker stated new parts are scheduled to arrive before the end of May and office personnel could possibly move back into Ginger Hall by June 1st.

>The Board of Regents met on March 14th. The new compensation plan was presented to the Board and Staff Regent Thacker feels this is moving MSU employees in the right direction. Staff Regent Thacker feels it will take a commitment by university administration and the BOR to implement and maintain the plan, but 90% of the feedback was positive. Staff Regent Thacker has questions regarding how the merit pay will play out once implemented.

>The Veterans Center was named in honor of Al Baldwin, retired MSU staff member.

>BOR discussed the "Are We Making Progress?" report, but did not see a formal presentation.

>BOR will hold a work session on May 2nd with the next quarterly meeting scheduled for June 6th. The budget will be voted upon at the June 6th meeting.

>Staff Regent Thacker fielded the following questions:

-Downing Hall will be razed in approximately two weeks

-Waterfield Hall will be used as an overflow residence hall in the fall with students assigned to first and second floors. This is necessary as the renovation of Mignon Hall has cost Housing 100 beds. Plumbing work is being conducted. Students will not be assigned rooms on the third and fourth floors because there are no air conditioners and electrical issues will preclude installation of air units. Students who choose a Waterfield Hall housing assignment will receive a reduced rate. Waterfield Hall will be razed at a later date.

-Construction of the Intramural fields continues, but progressed has been slowed due to inclement weather. The road near the fields is projected to be open sometime in June.

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

*Mr. Gniot was out of town and could not attend the meeting.

Cabinet Report: Ms. Beth Patrick

>VP Patrick was not present at this meeting.

"ARE WE MAKING PROGRESS?"

UPDATE

AVP Jill Ratliff presented data from the "Are We Making Progress?" report to Staff Congress Representatives. This is the fourth administration of the survey which began in 2006. The survey is administered every two years. The survey assesses seven categories for performance excellence. Invitations to complete the survey were sent to 1,389 faculty and staff of which 427 responded; of the 427 respondents, 161 were faculty and 266 were staff. Of the 41 statements, seven showed improvement and 14 showed a significant statistical decline. MSU's goal was a mean score of 4.

Respondents were allowed to make open-ended comments and the top three comment categories were: communication and other process problems (231 comments); work environment (100 comments); and lack of faculty/staff input being sought (100 comments). Other comment were made about a variety of topics.

This information has been presented to the Cabinet and the VPs were asked to open conversations in their units to give more feedback. The president is looking for the top three issues to address for the year. Academic Affairs will be submitting topics to the Executive Assistant to the President, Dr. John Ernst. To access the entire "Are We Making Progress?" report, individuals may login to the MY MOREHEADSTATE portal and select "Current Issues" and click on "Are We Making Progress?" 2012 Report.