

Staff Congress.....At a Glance



July 9, 2013

Chair Report: Shannon Harr

- ◆ Vice-Chair Harr reported the compensation plan and contract letters went out on Friday. Staff who received the supplement were also sent letters on Friday. All letters were mailed to the employee's home address.

Vice-Chair Report: Shannon Harr

- ◆ Vice-Chair Harr reported that there was another resignation in IT, so moving the Staff Congress webpage to the Portal is stalled.

WELCOME NEW STAFF CONGRESS MEMBERS!

- Amy Moore** (Professional/Non-Faculty)
 - Rhonda Crisp & Gabria Sexton** (Secretarial/Clerical)
 - Donnie Willoughby & Vernon Ray Perry** (Service Maintenance)
 - Travis Jolley** (Skilled Crafts)
 - Joe Hunsucker & Rebecca McGinnis** (At-Large)
 - Patty Little** (Area 1)
 - Vacancy** (Area 2)*
 - Barbara Willoughby** (Area 3)
 - Ernie Tackett** (Area 4)
- *Aaron Gay was elected as representative to Area 2, but has since left university employment and will be replaced.

OLD BUSINESS

NONE

NEW BUSINESS

The Credentials and Elections Committee proposed a motion to appoint Scott Niles as a replacement for Aaron Gay as Area 2 representative to Staff Congress. Motion passed.

Upcoming Events

Staff Congress Executive Council will meet soon to set goals. Committee Chairs are also invited to attend the work session.

TBA



SOAR!!!

200 Students are scheduled to attend this session! We are on track for another freshmen record! Go EAGLES!

July 16, 2013



August 5, 2013



Staff Congress Meeting (1:00 p.m.)
Riggle Room

Items of Interest

To submit a confidential, anonymous staff concern, click :

[STAFF CONCERNS FORM](#)

A scholarship fund has been established with the MSU Foundation in honor of Molly McBride, daughter of Dr. Scott & Jill McBride who passed away in May, 2013.

Anyone interested in donating to this scholarship fund, should contact the MSU Foundation or your Staff Congress representative.

It is the intention the Staff Congress newsletter will keep staff informed of events and issues on campus. Reported items can be found in the official Staff Congress minutes, located on the Staff Congress website. If you have suggestions for future newsletters or items of interest to staff, please contact Clarissa Purnell at c.purnell@moreheadstate.edu.

COMMITTEE REPORTS

Benefits & Compensation Committee: Committee Chair Joel Pace

>No report submitted.

Credentials & Elections Committee: Committee Chair Lora Pace

- *Committee Chair Lora Pace indicated she would bring forth a motion during New Business to appoint Scott Niles to replace Aaron Gay as Area 2 representative.
- *The committee plans a review of the By-Laws as Areas are not addressed in the current Staff Congress By-Laws.
- *An email will be sent soon to ask for

nominations for Standing Committee membership. The Elections & Credentials Committee will also check to see which committees are meeting and which committees are not.

Green Committee: Committee Chair Benji Bryant

^No report was submitted.

Staff Issues Committee: Committee Chair Kenna Allen

<Committee Chair Allen reported the concern regarding extending the Rec Center hours so the center will open earlier in the

morning to accommodate employees who have to be to work earlier than 8:00 a.m. was discussed with Ms. Kell. Ms. Kell is not against this idea and feels it has merit, but there are two issues preventing this from happening. (1) Opening the Rec Center earlier in the morning during the summer would not give accurate usage information since most faculty and students are not on campus during the summer. (2) The Rec Center currently does not have funds to pay student workers to come in early and open the center. <Last month the issue was brought up regarding students who were not attending MSU classes

Committee Reports, continued next page



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

"Are We Making Progress" Feedback *

Chair Gay reported in the June meeting the Executive Council forwarded the following issues staff members submitted as actionable suggestions to President Andrews:

(1) **BENEFITS:** Staff were concerned with losing two days holiday time. It was suggested two days be returned to staff at a time when faculty/staff are not on campus (excluding Christmas Break).

(2) **HEALTH/ WELLNESS BENEFITS:** There is staff concern regarding charges for activities at the Recreation Center. Staff would like classes to be free or at a reduced rate and at more convenient times (e.g., early morning, lunch, after work). Since some staff report to work @ 7:00 a.m. or before, opening the Recreation Center earlier to accommodate their schedule would be seen as a benefit. Employees at Regional Campus Centers would like free access to a recreational facility in their area.

(3) **COMMUNICATIONS:** Staff feel shared governance is important and information is not being shared, leaving them 'out of the loop.' Suggestions for improvement include administration sending mass emails to employees weekly or adding a "News & Events" tab in the Portal to share information; giving employees access to the President's Cabinet minutes; VPs sharing information with employees in a timely manner; and Standing Committees meeting regularly to be more effective.

(4) **CIVILITY & WORKPLACE ENVIRONMENT:** All employees should be held accountable for their actions. MSU should conduct a civility campaign or offer professional development in this area, especially for supervisors. Administration indicates processes are in place, so it was suggested those processes undergo an audit to ensure compliance.

(5) **EMPLOYEE COMPENSATION PLAN:** Since an employee compensation plan was in the works, it was suggested implementation be completed.

*This information presented in the June 2013 meeting.

COMMITTEE REPORTS, CONTINUED

Staff Issues Committee: Committee Chair Kenna Allen during summer session were required to pay a \$30 usage fee for the Recreation Center during the summer months. This issue has been resolved.

Since the \$30 fee was not listed in the fee schedule provided to students, it cannot be charged at this time. Any student who had paid the \$30 fee has been reimbursed.

Staff Regent Report: Todd Thacker +Staff Regent Thacker reported the Board of Regents met on June 6, 2013, and passed the budget and personnel roster. The BOR also extended the

President's contract through 2017. Staff Regent Thacker complimented Staff Congress for their input and concern for exempt staff who were not going to receive the \$1,000 supplement. Staff Regent Thacker asserts because of the diligence Staff Congress displayed regarding this issue, the disbursement was modified so all exempt staff would receive the \$1,000 supplement on August 1st.

Human Resources Report: Mr. Phil Gniot, Human Resources Director *Mr. Gniot reported the contract and performance letters went out on Friday. All exempt staff will receive the \$1,000 supplement.

Cabinet Report: Ms. Beth Patrick >No report was submitted.

2013-2014 Staff Congress Officer Election Results

Regular business was suspended during the July session in order to elect Staff Congress Officers to serve during the 2013-2014 term. Following are the officer nominees and election results:

CHAIR

Nominees: Shannon Harr & Craig Dennis (declined)

Shannon Harr elected Chair by acclamation.

VICE-CHAIR

Nominees: Craig Dennis & Scott Niles

Nominees were given a chance to explain why they would like to serve as Vice-Chair. Representatives cast their votes.

Craig Dennis was elected Vice-Chair.

SECRETARY

Nominees: Rhonda Crisp

Rhonda Crisp was elected Secretary by acclamation.

Margaret LaFontaine agreed to serve as Parliamentarian at the request of Chair Harr.

Staff Congress Committee Membership 2013-2014

CREDENTIALS & ELECTIONS

Lora Pace (Committee Chair)
Scott Niles (Committee Vice-Chair)
Patty Little
Michelle Hutchinson
Barbara Willoughby
Margaret LaFontaine
Kerry Murphy
Donnie Willoughby
Tina McWain
Rebecca McGinnis

STAFF ISSUES

Kenna Allen (Committee Chair)
Paige McDaniel (Committee Vice-Chair)
Sheila Barber
Paul Hitchcock
Travis Jolley
Joe Hunsucker
Vernon Ray Perry
Brooke Mills
Amanda Lewis
Shannon Harr

BENEFITS & COMPENSATION

Amy Moore (Chair)
Jason Dailey (Vice-Chair)
Ernie Tackett
Rhonda Crisp
Craig Dennis
Yvette Kell
Benji Bryant
Clarissa Purnell
Gabria Sexton
Vacancy

Information from the June 3, 2013, Staff Congress Meeting

Submitted Staff Issues:

(1) MSU recognizes domestic partners for health insurance coverage; however, they are not recognized in policies such as bereavement leave and FMLA. Policies should be parallel. Mr. Gniot stated these policies will be reviewed to determine how domestic partners relate to our definition of immediate relatives by FMLA guidelines.

(2) There was a question regarding the timeliness & efficiency of Human Resources in certain situations. This was a general submission with no specific details provided. Mr. Gniot will speak with his staff about this issue.

VP Patrick reported floating holidays will be utilized for the following days for the 2013-2014 fiscal calendar: July 5th, December 20th, and December 23rd. Christmas Break will be December 20—January 1st, with employees reporting back to work on January 2, 2014.