

## Chair Report: Shannon Harr

- ◇ Chair Harr reported the Performance Pay Committee will meet this week. He will represent Staff Congress on this committee.
- ◇ Faculty Senate continues to work on the Standing Committees and will let us know if they need our help with the process.
- ◇ HR is looking at the prospect of reinstating the graduate tuition waivers for dependents and spouses. It was cut in the past due to budget issues. It will also be a issue to try to reinstate this benefit. Mr. Gniot will have more information in his Human Resource Report.
- ◇ We have received the renovation request from Facilities on the cost of removing the carpet and putting down new carpet in the Staff Congress office in Allie Young. VP Patrick instructed Chair Harr to send the quote to her for consideration of funding.
- ◇ Chair Harr is on the Provost search committee and they have met with the search firm of Harris & Associates. VP Patrick stated the search firm will help construct a qualified pool of applicants for position consideration. They will probably submit around 30 applications for the committee to review during the first phase of the process. A website has been created for the search and contains timelines, vitas, minutes of the search committee meetings, and any other related public information. The committee will begin looking at vitas in January and will conduct interviews in April. It is anticipated the new Provost will begin working at MSU in July, 2014. There will also be forums for the campus community to meet the top candidates. To visit the website regarding the efforts to find a new Provost click here: [PROVOST SEARCH](#)
- ◇ The President's Leadership Academy met and discussed retention. For students with an ACT of 21-26, retention has decreased, as well as retention of minority students; however, provisional student retention has increased. Because the number of minority students at MSU is low, losing one or two students can effect retention rates negatively. It was also reported out of the 2008 cohort, 245 students transferred from MSU. The top three transfer schools were Maysville Community and Technical College, Prestonsburg Community and Technical College, and Ashland Community and Technical College. Overall, we have gained 36 students from fall 2012.
- ◇ Chair Harr has spoken with President Andrews regarding the living wage increase given to employees at the University of Louisville recently. MSU is looking at this as 37 MSU employees make below \$10/hour. Most of these low paid employees will be compensated in July with implementation of the next phase of the new compensation plan.
- ◇ If anyone would like to make a donation to Rowan County Christmas, please give the money to Chair Harr, Vice-Chair Dennis, or Secretary Crisp by Friday, December 6th.

## Vice-Chair Report: Craig Dennis

- ◆ Vice-Chair Dennis reported the new website in the Portal has been updated. The old website has been shutdown and will remain only until items can be removed and archived.

## Upcoming EAGLE Events

*November 18th Professional Development Sessions will be rescheduled for next semester due to presenter illness.*

**SPRING 2014**

**Eagle Solution Center**  
ADUC 301, 9:00 a.m.—3:00 p.m.



**December 4-5**

**President's Holiday Luncheon**  
Button Drill Room



**10:30 a.m.—1:30 p.m.**

*(This replaces the Holiday reception at the President's House)*

**THURSDAY  
DECEMBER 5**



**NCAA VOLLEYBALL TOURNAMENT**  
MSU v ILLINOIS  
Champaign, IL



**December 6th**

**8:00 p.m.**



**CHRISTMAS-NEW YEAR'S BREAK!!!!**

*No classes or Office Hours*



**December 20—January 1**

**Staff Congress Meeting**  
Riggle Room, ADUC  
1:00 p.m.



**January 6, 2014**





*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.*



Click here to submit a Staff Concern

We're on the web!  
Staff Congress

## COMMITTEE REPORTS

### Benefits & Compensation Committee Chair : Amy Moore

No report submitted.

### Credentials & Elections : Committee Chair Lora Pace

\*Committee Chair Pace reported the committee has been working on revisions to the Bylaws. Revisions include: grammatical corrections, corrected inconsistencies, added area representatives where appropriate, and other changes to specific Articles outlined during the first reading. For full Bylaw revisions read during meeting, see BYLAW REVISIONS: First Reading.

### Staff Issues: Committee Chair Kenna Allen

>Committee Chair Allen reported the third

### Staff Regent Report: Todd Thacker

Staff Regent Thacker reported the Board of Regents had a workshop last week. They discussed the audit report and received updates on the Master, Technology, and Strategic plans. The BOR will meet Thursday, December 5th. Items on the agenda include: awarding honorary doctoral degrees to James & Linda Booth, ratifying fall graduates, personnel actions, ratifying the audit report, approving the new Dean of Education, ratifying the 2014-2016 Executive Branch budget request, etc.

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

Phil Gniot reported he met with Teresa Lindgren, Executive Director, Budgets and Financial Planning, regarding the graduate tuition waivers for dependents and spouses. Two possible problems of reinstating the waivers are cost and displacement of paying students. HR is conducting another benefits summary this year and will look at what other institutions are doing regarding disbursement of tuition waivers for spouses and dependents for comparison purposes. Mr. Gniot could possibly have the benefit summary by the January meeting. Mr. Gniot is currently waiting on the written report for the desk audits conducted on exempt jobs. Once he has the written report, he will know what changes the auditor has recommended and will report on that as soon as the information is available.

### Cabinet Report: Ms. Beth Patrick Chief Financial Officer/VP Admin & Fiscal Services

VP Patrick reported in January, IT Customer Services will be moving from Lloyd Cassity to Ginger Hall and their operation hours will change, as well. Notices have been sent out in campus mail, so please pass the information along to colleagues. The upcoming year will be a tough budget year. Many items have been identified as needing funding, including the next phase of the compensation plan. Even if tuition increases, there is not enough funding to cover what is needed at this time. Budget work continues.

Professional Development session scheduled for 11/18 had to be cancelled because the presenter was ill. The session will be rescheduled for the spring semester. We will continue our partnership with HR & UK next semester and there will be three professional development dates with two sessions each day. Attendance has been low, but the presenters said this is a problem at all institutions. People who have attended the workshops give wonderful feedback regarding the quality and usefulness of the sessions.  
>There was one staff concern submitted regarding the removal of the dumpster behind Howell McDowell. Employees are having to dispose of lunch containers in their office trash cans which causes unpleasant odors. Staff Regent Thacker said the custodians empty the trash nightly, but he will look at the possibility of getting a garbage can put in place for employee use.

### Sustainability Committee: Representative Benji Bryant

~Representative Bryant reported the committee met on November 19. They are close to completing the carbon data collection. Recycling cans previously on the boulevard were borrowed from the Recycling Center and will have to be returned. As a result, the committee is looking into the cost of acquiring containers for placement around campus. Currently there are new recycling bins by the bookstore for items such as batteries, highlighters, markers, pens, etc.  
~The Sustainability Committee now has a Twitter account and website. The website is EARTHWISEEAGLES



Click here to view and register for the latest Professional Development sessions at MSU: PD REGISTRATION

Click here to view Morehead State University's Office of Human Resources Newsletter: MSU HR NEWS

Click here for the MSU Calendar of events: MSU CALENDAR

**OLD BUSINESS: None**

### NEW BUSINESS:

VP Patrick reported in January 2014, IT Customer Services will be relocating to Ginger Hall from Lloyd Cassity.

Motion: To approve first reading of the Bylaws revision  
Proposed: Credentials and Elections Committee

Called for Vote: Passed



**Bylaw Revisions**  
**FIRST READING**  
**December 2, 2013**

## Staff Congress Bylaws: First Reading of Proposed Revisions

The Staff Congress Credentials and Elections committee propose the following changes to the Bylaws:

- ◆ Correct grammatical errors throughout the document
- ◆ Correct any inconsistencies throughout the document
- ◆ Add area representation where appropriate
- ◆ Switched Sections 2 and 3 in Article I to make document flow
- ◆ Article I, Section 2C—Representation review will take place 3 months before elections rather than at 6 months
- ◆ Article II—Updated the Cabinet Liaison title
- ◆ Article III
  - ◆ Created new position—Communications Officer
  - ◆ Changed Secretary title to Secretary/Treasurer
  - ◆ Section 2—Office Nominations
    - ◆ Officers must be nominated in advance of election
    - ◆ Those seeking officer positions must write a statement of interest in the position which will be posted on the Staff Congress website prior to voting
    - ◆ Officer elections will be held in June instead of July
    - ◆ Officers will take office in July
  - ◆ Section 6—Duties of the Vice Chair
    - ◆ Added E: To nominate Standing Committee Chairs as outlined in Section 4A of Article V
  - ◆ Section 7—Duties of the Secretary/Treasurer
    - ◆ Added to B: ...notify the Credentials and Elections Chairperson of attendance issues in a timely manner
  - ◆ Section 8—Duties of the Communications Officer
    - ◆ The duties of the Communications Office of the Staff Congress shall be:
      - ◆ A. To create the monthly Staff Congress Newsletter
      - ◆ B. To assist the Vice Chair with the Staff Congress website
      - ◆ C. To create other Staff Congress communications as directed by the Chair
      - ◆ D. To perform other duties as specified by the Chair
- ◆ Article V, Section 3A—Credentials and Elections—added committee was in charge of Staff Regent elections and University Standing Committee representation process

Next Steps:

- ⇒ In New Business during this session, Staff Congress Representatives must vote for the proposed changes. The vote must pass with 2/3 of members who are present and voting.
- ⇒ If passed during this session, the final reading will be at the January meeting. The vote must then pass by 2/3 of the members present and voting.