

## Staff Concerns – September 2014

**Comment/Concern:** I would like to know more about a topic that was mentioned in Faculty Senate during the 9-18-14 meeting. On the first page at the bottom #2 John Hennen asked "if the administration was still considering job consolidation, such as for some staff positions, as a cost-saving mechanism". Chair Royar "explained that experimenting with ADS consolidation and centralizing certain functions of program support within colleges is being considered by the Administration". Since I am an ADS I would like to know more about this and if it will or possibly could affect me or other ADS's in my college. Thank you for looking into this.

**Action:** Via e-mail, Director of Human Resources Phil Gniot stated:

Yes consolidation of positions is a possibility and should be considered for all positions where it makes sense. This can originate from changes that happen over time such as the impact of technology or organizational changes. It is important for the University to be as efficient as possible when it comes to staffing so we can remain effective in serving our customers and still do so within our budget. I haven't seen any specific recommendations in this area so far. I believe that if such a recommendation comes about, we will have some time to work with any affected individuals to see if they can be placed elsewhere.

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**Comment/Concern:** There was a position in HR that was originally created for a minority hire, most recently held by Stephanie Garner. When she left, the minority requirement was dropped. Since we're pushing for diversity, why did they allow this?

**Action:** Via e-mail, Director of Human Resources Phil Gniot stated:

First of all, it is unlawful for employers to hire, promote, fire or make other employment decisions based on race, ethnicity, religion, and similar factors. Morehead State University has an affirmative Action Plan and an active diversity program. Affirmative action programs do not permit, let alone mandate, hiring employees on the basis of minority status. We take positive steps through these programs to attract diverse applicants to positions with the University and then hire the best qualified person for the position. In addition, we have an active hiring process that involves OHR and our Chief Diversity Officer in all positions posted either internally or externally. This incorporates additional oversight in relation to our diversity and affirmative action objectives.

During the October Staff Congress meeting, Mr. Gniot also stated that a Supreme Court decision based on a case originating from the University of Michigan specified that hiring for minorities only was illegal.

Staff Congress conducted a quick search and found the case in question to be *Gratz v. Bollinger*. A review of the case can be found here: <https://supreme.justia.com/cases/federal/us/539/244/case.html>

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**Comment/Concern:** Over the years the custodians have stopped cleaning offices. Most everyone in our building is cleaning their own and are having to purchase vacuum cleaners with our own funds. When we ask the custodians if they can vacuum or take out trash they are very snobby about it. I called physical plant one day and was told to put in workorders in order to have our offices cleaned which I think is ridiculous. If we are going to be required to keep our own office clean then I think MSU needs to provide us with vacuum cleaners and cleaning supplies. This is a concern from multiple individuals from the lower part of campus Humanities areas.

**Action:** Via e-mail, Assistant Vice President of Facilities Management Rick Linio stated:

What building are they referencing our Building Service personnel don't service?? It's difficult to address the question without a location!!

Further, CADD Systems Operator Brooke Mills stated:

Since the only clue to the location of these offices was "Humanities areas" I made a phone call into Jessica in the Deans office for that department. I asked her what buildings had Humanities classes or offices in them and she told me Rader, Claypool Young, Breckinridge Hall, Bert Combs Building, Baird Music, and Button. I asked if anyone in any of these buildings had complained? She said she hadn't heard any. I then asked her if she would inquire in those buildings if anyone had these complaints we didn't want any names we just were looking for maybe whole buildings, or building and floor ect. She contacted me back this morning and said she spoke with all of her head people in each building and none of them had heard any such complaints. So I then informed her that if she or anyone ever did have any complaints not to hesitate to call or contact our new Director of Campus Services Jeremiah Gallegos, that he would be happy to address any issues. Also, Jessica did ask me what exactly were the custodial services responsibilities for cleaning offices. I told her they do not and are not to touch anything personal, papers, files,

etc on desks or filing cabinets etc. They run the sweeper in the offices at least 3 times a week and empty trash daily. They clean window seals, and other areas where there is nothing personal in nature.

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**Comment/Concern:** According to the website, the University is working on a new Beaker Buddies program for children, which is not available at this time. In the past, I have used the program to bring my grandchildren to many of the athletic events, and we were eagerly looking forward to attending football, soccer, and volleyball games this fall. Does Staff Congress have a representative who is working with athletics on improving the program which will encourage attendance at athletic events for children of faculty, staff, and the Morehead community? When will this be available as football, soccer, and volleyball have already begun.

**Action:** Via e-mail, Athletic Director Brian Hutchinson stated:

The program is being updated. We have every intention of rolling it out, refreshed, before basketball season.

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