

## Staff Concerns – April 2015

**Comment/Concern:** We have been let know that we are not allow to donate blood on work time we have to do it on lunch and of course our lunch is before the blood drive even starts I can't give blood due to all the medicines that I take so I respect people who do and think that we should be allowed to give blood as we have for many years. It may not be all the university that is not allowed to give blood. But in Physical Plant we are discouraged not to give do to the times of the drive it is wrong and needs to be looked at.

**Action:** Assistant Vice President, Office of Facilities Management Richard Linio stated: "I forwarded your request to our Director of Campus Services – however if you need a response from my office; although we commend and encourage the facilities staff to support initiatives such as blood drives, it's our practice for non-work related initiatives our staff can use their lunch time or after their shift ends either at @1:30 pm or 3:30pm to participate in such initiatives. I believe the blood drive started at 8:00am and ends @ 5:00pm."

**Comment/Concern:** I have an issue with the way Well Points are being reported (or more accurately not reported). For some group activities that require participants to sign-in with their MSU id, HR is supposed to log our Well Points in the Portal for us. However, it is my experience, and those of others, that their Well Points are not being accurately reported. For example, a friend stated they were going to Weight Watchers meetings but were not receiving the 2 points per meeting for attendance that was advertised. I have participated in other sponsored events and never received my Well Points. I have emailed HR questioning my low Well Point that appear on my LiveWell account and have received no response. Shocker.

**Action:** Human Resources Director Harold Nally stated via e-mail: Healthy Habits are wellness activities which can include health coaching, community events, preventive screenings, flu shots, healthy cooking classes, weight watchers meetings, and other events and programs that encourage a healthy lifestyle. Members who complete Healthy Habits approved for WellPoints are awarded WellPoints after completion of the activity either by an HR Administrator data upload from a sign-in sheet or approval of a QR code scan. Certain Healthy Habit activities require that information be emailed to [livewell@moreheadstate.edu](mailto:livewell@moreheadstate.edu).

Healthy Habits WellPoints are uploaded as soon as possible after the event. If a member completed a Healthy Habit and does not see WellPoints on their live well portal within two weeks of the event or

submission, they should send an email to [liveswell@moreheadstate.edu](mailto:liveswell@moreheadstate.edu) giving details of the Healthy Habit that is missing. If they do not receive a response within a reasonable amount of time, they should call Human Resources at 3-2097 or email Suzanne Hogge at [s.hogge@moreheadstate.edu](mailto:s.hogge@moreheadstate.edu).

**Comment/Concern:** Did anybody call out the Provost for this answer found in the last staff congress newsletter? Specifically these two sentences: "Retention at my previous institution was 95%--but that was a private institution with good students. We're not that—we have an obligation to help students in this region."

His previous institution had "good" students, MSU does not have "good" students? Wow! I wonder if President Andrews agrees with that statement?

I am hoping the Provost was in some way trying to distinguish the mission of a public institution from that of a private institution, but maybe we need a clarification.

“Representative: We had SOAR last week and I had unhappy parents say they were not going to check-in until the program their student was interested in was assured. We don't have enough FYS courses—is there consideration being given to right-size enrollment? Could we fix the retention somewhat if we dropped the bottom 10%?”

Provost: The President has enrollment numbers in mind—same as in 2013. Enrollment Services indicates that enrollment will be a little better than the last time. Retention at my previous institution was 95%--but that was a private institution with good students. We're not that—we have an obligation to help students in this region. Have to right-size services for those students. Some students aren't likely to graduate. If we lop off the bottom they won't make it. What happens to those students? I don't have an answer. We need to be accessible and if we raise the quality of other students, we will be more likely to keep them and have them graduate. If we lop the bottom off or not, we need to have appropriate services for students. We are committed to bringing students with needs, but we can bring in better students with the right programs. We need signature programs that are only offered at MSU. Students will come here with a purpose.”

**Action:** Via e-mail, Provost Steven Ralston stated:

At no time did I suggest MSU does not have good students, quite the

contrary, I praised our students. What I was referring to is the different missions between my former institution, which was a selective private college, and MSU, which is a regional comprehensive. Among the many accountability measures used to measure our success is access. Both state and federal agencies evaluate us on the extent to which we admit a host of different kinds of students, including students less prepared than others to enter college. On the other hand, my former institution has no such regulatory standard, and thus it measured by “selectivity.” I noted that we at MSU are committed to serving our region and providing access to students, but in so doing we also must ensure we have the necessary support systems in place to help the less prepared student. To do otherwise could result in low retention and graduation rates, which is also another criterion by which we are measured. My former institution has high graduation rates because it is highly selective, that is, access to many kinds of students (particularly, academic preparation) was not an issue. Only high achieving students were enrolled. Instead, prestige was the issue at my former institution, and selectivity is one measure of prestige. I also noted in the meeting that MSU should also make effort to bring in the more academically prepared student, and we are doing so. Finally, the entire sequence referred to is in response to someone asking me about dropping the lowest 10 percent of qualified students— it was suggested that we do so.

By the way, generally I do not respond to anonymous comments and questions, but in this case I made an exception given apparent the gross misunderstanding of what I said in the meeting.

**Comment/Concern:** This is regarding the days MSU is closed and half the campus gets a "paid day off" and the other half have to work, with no internet, no phones, and no datatel. How can we do our job if we do not have access to this important information? You should not expect other employees to be happy about having to burn a vacation day those days because they cannot do their job efficiently. This is not helping with campus employee morale. If we are required to work these days then we need something other than a picnic on the lawn to show you appreciate us. This is not fair at all. Many of us on campus depend on the datatel to do our work and it will not be possible on these two days.

**Action:** CFO and Vice President Beth Patrick stated via e-mail: “May 15th and 18th are not paid holidays. We have a number of buildings that will be without power on May 15th and potentially on May 18th, which will prevent employees from working in those facilities. Offices who can continue to be open to serve students and the

campus should continue to operate as normal. Full network access including access to Colleague will be maintained in buildings not impacted by the power outage. Supervisors should also encourage employees able to complete work from home or another location to do so. This situation is similar to when a regional campus closes due to weather. When that occurs, the other campus locations don't automatically close as well.