

**MOREHEAD STATE UNIVERSITY
STAFF CONGRESS MINUTES
September 11, 2000**

MEMBERS:

*Jeff Barker	Joy Cecil	Linda Kegley	Carole Morella	Todd Thacker
Sharon Beller	Dan Connell	Margaret LaFontaine	Joel Pace	Madonna Weathers
Larry Besant	Lenore Dixon	Velda Mabry	Belva Sammons	Michael Wetherholt
*Thelma Bumgardner	Patty Eldridge	Rhonda Mackin	Dallas Sammons	*Kenneth White
Vincent Butler	Rosemary Hinton	Zach McClurg	Tim Smith	Ricky Williams
Gene Caudill	David Jessie	Pam Moore	*Stephanie Stewart	

*Denotes member was absent

Guests: None

The meeting was called to order by Chair Weathers at 1:05 p.m. A quorum was present. Chair Weathers asked Vice-Chair Moore to call Human Resources to see if a representative from the office would be attending the meeting since Mr. Barker had a prior engagement. Vice-Chair Moore reported that HR was not sending a representative to the meeting and did not plan to present any other information regarding health insurance to Staff Congress, but information would be presented at the next Employee's Benefits Committee meeting which would be held within ten days. Chair Weathers reminded everyone that SC representatives to the Employee's Benefits Committee were Representatives Pace, Stewart, and Moore. She asked that representatives communicate with her and she would pass information from the EBC on to other SC members. Rep. Moore encouraged anyone with concerns or questions to contact her. Minutes of the meetings for August 7th, August 28th, and September 6th were reviewed. Corrections were made as follows:

Representative Williams WAS present at the August 7th meeting.

MOTION: August 7th regular scheduled meeting minutes was approved as amended.

Proposed: Rep. B. Sammons

Seconded: Rep. Pace

Called for Vote: Passed

Motion: August 28th special called meeting minutes was approved.

Proposed: Rep. Dixon

Seconded: Rep. Kegley

Called for Vote: Passed

Motion: September 6th special meeting minutes were approved.

Proposed: Rep. Dixon

Seconded: Rep. LaFontaine

Called for Vote: Passed

CHAIR'S REPORT - Chair Weathers announced that a group from the Civil Rights Committee will be on campus for a routine visit on October 10th. They will be meeting with Faculty/Staff. Chair Weathers will represent the Staff Congress.

VICE-CHAIR'S REPORT - Vice- Chair Moore is still collecting data on guidelines for Staff Regent elections. She will call a meeting at a later date.

SECRETARY'S REPORT - Secretary D.Sammons reminded representatives to be more aware of the microphones as they are very sensitive in picking up voices and background noises.

Committee Reports

Credentials and Elections Committee - Committee Chair Rep. Wetherholt reported that Rep. Betty Hurley had left employment of the University and needed to be replaced on the Congress. CEC is recommending Darlene Ramey of the Service Maintenance EEO category replace to Betty Hurley for this year. This will be voted on in new business.

Standing Appointments Sub-Committee - Committee Chair Hinton has contacted staff to be considered for filling vacancies on the University's Affirmative Action Committee and Student Media Board. Contacts and recommendations were made based on interest surveys staff had completed in May of 1999. The President will select two persons from the four

that are being recommended to fill the two vacancies on the Affirmative Action Committee. The four staff persons being recommended for the University's Affirmative Action Committee are:

Kathleen Dowling - Professional Non-Faculty
Pamela Jaisingh - Professional Non-Faculty

Taunya Jones - Professional Non-Faculty
Beverly McCormick - Executive Managerial

Rep. Caudill questioned why all the persons recommended for the Affirmative Action Committee were female. Chair Weathers had expressed the same concern and in checking the policy, found that the policy states 50% of the committee is to be female. It does not state that 50% has to be male.

The President will select one of the three persons that are being recommend to fill the one vacancy on the Student Media Board. The three staff persons being recommended for the Student Media Board are:

Alvin Madden-Grider

Kathy C. Smalley

Jeff A. Spradling

Fiscal Affairs Committee - No Report

Personnel Policies and Benefits Committee - PPB Chair Pace presented another change to PG-44. PG-44 currently states that when an employee takes a demotion they will retain their current salary for a period of 6 months, or until the end of the fiscal year, which ever comes first. The recommended change will state that employees who take a demotion will go to the salary level for that position immediately. This change will take place ASAP. Several representatives expressed concern that the PG-44 approved by Staff Congress in the August special called meeting was not the PG-44 that was being presented at the Board of Regents meeting. Chair Weathers asked Staff Regent Caudill to express to the Board that PG-44 had been changed AFTER Staff Congress had approved it. Several other items of PG-44 being presented to the Board of Regents were different as to what the Staff Congress approved. Chair Weathers shared with the Congress her frustrations and apologizes with the way PG-44 has been handled. She has been very frustrated in working with the HR office regarding PG-44. The PPB Committee is not recommending any action be taken on this change. The information is only being shared as a point of interest. Rep. Thacker requested the minutes to reflect that SC could not take action on this change due to the information not being presented to the Congress in a timely manner. The section of PG-44 regarding when the new salary would go into effect was actually stated in the old PG-44 but has not been followed by HR. Rep. Caudill in his role as Staff Regent is to express to the Board of Regents that the policy has not been followed and needs to either be followed or taken out of the policy.

REGENT'S REPORT - There will be a Board of Regents meeting Friday, September 15, 2000. The agenda includes all of the policy changes that Staff Congress has worked on, changing the names of the university off-campus centers to include "Morehead State University" in the name, a recommendation to join the Pioneer League Conference in football, and personnel policy changes. There will be a change in the way the Board of Regents committees will meet. All committees will meet together. The Board is also looking at changing the meeting days to a Saturday.

OLD BUSINESS - Motion from the Credentials and Elections Committee recommending Darlene Ramey to replace Betty Hurley for the remainder of the year on Staff Congress.

Seconded by Rep. Jessie.

Called for Vote:

Motion passed.

Motion from the Standing Appointments Sub-Committee to approve staff members to serve on the following committees:

Susan Maxey (PNF) - Employee Benefits Committee - (8/15/04)
Michael Eldridge - Intercollegiate Athletics Committee - (8/15/01)
David Jessie - Staff Congress - Planning Committee - (8/15/02)
Carole Morella - Staff Congress - Planning Committee - (8/15/02)
Barbara Auterson - Planning Committee - (8/15/02)
April Haight - Planning Committee - (8/15/02)
Donna King - Planning Committee - (8/15/03)
Lora Pace (PNF) - Planning Committee - (8/15/02)
Bill Redwine (EM) - Service Committee - (8/15/02)
Pamela Hesler (Sec/Clerical) - Service Committee - (8/15/02)

VACANT - (Tech/Paraprof.) - Service Committee - (8/15/01)
Willis Taylor - (Skilled Crafts) - Service Committee - (8/15/02)
VACANT - (Service/Maintenance)
Michelle Hardin - Student Disciplinary Committee - (8/15/02)
David Cox - Student Life Committee - (8/15/02)
Michael Wetherholt (AA) - Technology Resources Committee - (8/15/02)
Michael Hogge (AFS- PNF) Technology Resources Committee - (8/15/02)
Suzanne Hogge - Wellness Committee - (8/15/02)
Ricky Williams - Wellness Committee - (8/15/02)

Seconded: Rep. Connell

Called for Vote:

Motion passed

Motion from the Standing Appointments Sub-Committee to approve staff members recommended to fill vacancies on the Affirmative Action Committee and Student Media Board (see Committee's report above)

Called for Vote: **Seconded: Rep. Dixon**
Motion Passed

In regard to our new insurance policy Rep. Morella suggested that the Employees' Benefits Committee confirm that generic drugs are the same or equal to brand name drugs before they approve the drug policy of the insurance plan. Rep. Pace felt that the three-tiered drug plan would address many of the questions representative had. Chair Weathers reminded the Congress we gave our approval only to change TPA's from Anthem to CA. Staff Congress was not approving a drug policy or any part of the specific insurance policy.

NEW BUSINESS - Rep. Caudill asked Rep. Moore's committee to again research the possibilities of working out a plan where MSU retirees can remain in the University's group term life insurance plan.

Rep. Besant requested that SC ask the university administration to place university UAR's on the university web page. They are on the AIMS system but not on the web site. Chair Weathers will take care of this.

ANNOUNCEMENTS:

Rep. B. Sammons asked for the ad-hock policy review committee members to remain after the meeting for a few minutes.

Chair Weathers announced the Red Cross bloodmobile will be on campus Tuesday, September 12, 2000 in Button Drill Room from 10 am to 4 pm. There is an urgent need for O+ and A+ blood categories.

The SGA and RHA are selling "Beaker Eagles" for \$1 a piece. All proceeds will go to the Emergency Student Loan Fund.

Rep. LaFontaine announced the MSU Bowling Club is sponsoring a Steak Dinner September 12, at the Perkins Center from 4pm - 7pm. Tickets are \$6 and available at the door.

MOTION: Adjournment
Proposed: Rep. Moore **Seconded: Rep. LaFontaine**

Called For Vote: Passed. Meeting adjourned at 2:38 p.m.

Minutes by: Dallas F. Sammons, Secretary