

Staff Congress Newsletter



Chair Chat

Fall is here, the holidays are nearly upon us and it's a special time at MSU for students and staff. There always seems to be a certain energy as finals near and the air turns cold.

It is important to remember that, this semester, one student won't be with us to end the year. Let this tragic loss remind us to be extra vigilant in caring for ourselves and those around us. Remember to be patient to those you interact with, because we never really know what they are going through. A kind word may make the difference.

Please prioritize your vacation days, even just taking partial days, to keep your mental health in shape. If you feel like you need help, or know someone that does, contact Counseling and Health Services at 606-783-2055 or 606-783-6500 if it's after hours.

Let's work together to help our students, and each other, finish strong.

Thank you for what you do.

-Dave Flora, Staff Congress Chair

November 2021

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Staff Spotlight | Jen Timmerman

This section highlights a Staff Congress representative.



My name is Jen Timmermann and I am the Director of Transition Services at Morehead State. I have worked at MSU for nearly 17 years, focusing on the recruitment of Adult and Transfer Students. I love working with this population and helping them overcome barriers to achieve their goal of a college degree. This is my first term as Representative on Staff Congress and I'm very excited about the opportunity to serve as an advocate for staff and to help impact their lives in a positive way.

Resources | Share Your MSU News

This section provides resources available to all MSU staff. If you have resources that you would like to share with the MSU Staff community, please send them to x.scott@moreheadstate.edu.

Do you have a great MSU story or an announcement to share? [Let us know](#). The Office of Communications & Marketing works to provide an integrated, multi-channel approach to delivering content that tells the MSU story and keeps our constituencies informed.

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Campus Announcements

The following events are scheduled for this month at the Morehead State University residential campus. If you have announcements that you would like to share with the MSU Staff community, please send them to x.scott@moreheadstate.edu.

Vaccination Opportunities

Vaccines are also available by appointment at the MSU Counseling & Health Services clinic in Allie Young Hall. Call (606) 783-2055 to schedule your appointment.

Art Exhibit: Gender Now

Morehead State's [Golding-Yang Art Gallery](#) is currently hosting Gender NOW, a national juried art exhibition that explores how artists define gender. Gender NOW is a touring exhibition featuring multimedia works created by artists from across the country who identify as LGBTQIA and allies of the LGBTQIA community. The exhibition is open through **November 17**. The gallery is open Monday through Friday, 9 a.m. to 4 p.m. Masks are required indoors.

Photography Exhibit: Cancer in Appalachia

November 19 at the Kentucky Folk Art Center.

Thanksgiving Break

Morehead State University will be observing Thanksgiving Break on **November 24-26**. University offices will be closed.

MSU Holiday Carnival

Tuesday, **November 30** – All students, employees, and employee family members are welcomed. More detailed information will be forthcoming.

Employee Holiday Luncheon

Thursday, **December 2**, 10:30 am – 1:30 pm at the Rock. *When you arrive to the Rock you may show your MSU Eagle ID at the door and be provided free entrance to a traditional holiday meal, (ham, turkey, dressing, and fixings).*

Appalachian Holiday Arts and Crafts Fair

The Kentucky Folk-Art Center will be holding the annual Appalachian Holiday Arts and Crafts Fair on **December 4th** from 9am-4pm in Laughlin Health Building.

Graduation/Commencement

Two commencement ceremonies will be held for fall and winter 2021 graduates on **Saturday, Dec. 11, 2021**, at the Academic-Athletic Center. Tickets will be required for guests attending the ceremony. Each degree candidate participating in the ceremony will receive 8 tickets.

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Staff Salutes

The following salutes were submitted for this month. If you know of a worthy candidate, you can submit your suggestion on the [Submit a Staff Salute](#) page.

Joseph Schubert

“Joseph is always helpful and accommodating even with repetitive requests. We appreciate his willingness to help all the time!”

- Submitted October 27, 2021

Dr. Silas Sessions

“Dr. Sessions work bringing attention at the plight of homeless veterans is a great work. His work allows MSU to look at an issue that has not been addressed recently. His work should be recognized.”

- Submitted October 28, 2021

A Call to Serve

We need **you** to help our staff community! There are currently three vacancies in Staff Congress. If you are interested in helping make MSU a better place for our staff community, please contact Toni Hobbs at t.hobbs@moreheadstate.edu.

Staff Congress November Meeting Summary

In this section, we summarize the reports from the Staff Congress monthly meeting.

- Chair David Flora will be meeting with President Morgan and Faculty Senate President David Long about potential raises for staff in 2022.
- Vice-Chair Helisha Tuerk reported that MSU will offer employees 3 hours of paid leave in order to get their COVID-19 vaccine booster. It is suggested that you take this time on Friday so you will have the weekend to rest if needed. To schedule your vaccine, call St. Claire Hospital at 606-783-7539. Vaccine appointments are available Monday-Friday, 8am-6pm.
- Staff Congress voted to approve [changes to UAR 324](#).
- Staff Congress voted to approve [changes to PG-48](#).
- Representative Lora Pace suggested that Staff Congress look at changing the PG-48 policy that prevents new-hires from using accrued vacation time while on their 6-month probationary period.

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- Representative Lora Pace announced that exit interviews are not being done consistently.
 - Mary Fister-Tucker said she will follow up on this issue.
- Representative Laura Rucker requested a follow up on the FYS instructor evaluation process.
- Representative Laura Rucker asked for more information on the stipend provided to staff participating in recruitment trips.

Staff Concerns | October 2021

Comment/Concern	Response
<p>MSU library should follow (since they can no longer be the leader) in the fine-free era: "More and more library professionals contend that charging overdue fines undermines the mission of libraries to provide free and equitable access to information so that all citizens may educate themselves."</p> <p>https://www.ebsco.com/blogs/ebscopost/not-so-fine-library-fines-look-overdue-debate</p> <p>https://www.urbanlibraries.org/resources/fine-free-map</p>	<p>The following concern/suggestion has been forwarded to the Dean of Library services for consideration.</p>
<p>Short staffing in PD dispatch is a liability. For years now, the radioroom has run shortstaffed. We currently have 4 dispatchers to run a 24/7 department. This is fine, on paper but not in application. A 4employee schedule for a 24/7 dept has a MIN of 416 OT hours. That number increases greatly when people are sick, gone to state mandated trainings, take EARNED time off. Last week I had to work a 19-hour shift because one of my staff was sick and there was no one to call in. The level of exhaustion and burnout</p> <p>Additional space for comment/concern</p> <p>when people are asked to work these types of sched, for peasants pay at that, is concerning. Overworked emerg personnel lead to mistakes. Mistakes in our dept are more than a room not getting</p>	<p>Russell Mast:</p> <p>We are currently funded, and staffed for four (4) full-time dispatch positions within University Police. We have also been approved for two part-time positions to support the dispatchers. One of our challenges is finding qualified and certified dispatchers who live within our community and region willing to work part-time. Also, the City of Morehead is also facing the same issues as the university when it comes to dispatchers and police officers. This past fall we were able to increase the police officer rates through a "hazardous incentive" to aid</p>

cleaned or a class being cancelled due to a professor no show. More than a computer getting a virus and it taking a few days to be fixed. More than a wrong color on an MSU graphic. Mistakes here can lead to life threatening problems. A student has an allergic reaction a professor with a concern about a student

Additional space for comment/concern

maybe self harming, suspicious persons and vehicles. All of these have been mostly benign calls. Until they aren't. Until that routine call turns into a student, faculty or staff that needs our best. Our well rested, not overworked and overly stressed selves to get them all the help they need. MSU needs to be PROACTIVE rather than reactive and not wait until something bad happens and there is no one left to fulfill the job of dispatcher because we are all exhausted, underpaid and underappreciated.

in the retention and recruitment of certified officers. At this time, the Division of Student Affairs does not have the resources available to provide an additional (fifth position) dispatcher. I admit that it would be beneficial to have this position. To do so, I would have to eliminate a position from another unit, which would be detrimental to that unit.

Thanks for Reading | Suggestions

Thanks for reading the Staff Congress Newsletter. We're proud to be a part of your community. Please send any suggestions about the newsletter to Xavier Scott at x.scott@moreheadstate.edu

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