

# Staff Congress Newsletter



## Staff Spotlight | Samantha Jo Bryant

*This section highlights a Staff Congress representative.*



**Samantha Jo Bryant**  
Associate Director of Upward Bound

My name is Samantha Jo Bryant. I am a lifelong Kentuckian, born and raised in Breathitt County. I've been in Morehead on and off the last ten years. I have a BA in Elementary Education, MA in Educational Counseling, and currently pursuing an educational doctorate in Adult and Higher Education. I serve as the Associate Director of Upward Bound Math Science South on MSU's campus. I have been in the position for four years.

I enjoy spending my free time listening and dancing to live music, traveling, and cooking. I also enjoy yoga, working out, hiking, hammocking, and camping. I tend to watch too much tv and love shows like The Office, What We Do in the Shadows, and The Great British Baking Show with my cats, Archie and Lily.

**April 2022**

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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](mailto:x.scott@moreheadstate.edu).

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## Employment Opportunities

In an effort to help fill open positions at MSU, we request that you view and share the employment opportunities with your peers and associates. Job postings can be found on the [MSU PeopleAdmin](#) site.

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## President's Spring Concert on the Lawn

The President's Spring Concert on The Lawn is scheduled for Thursday, April 14 from 4:30 – 6 p.m. at Matthews Outdoor Performance Area in front of the Adron Doran University Center. The concert will showcase the talents of the MSU Percussion Ensemble and MSU Steel, directed by Dr. Ben Cantrell.

The event is free and open to the public.

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## Annual Spring Gala

Morehead State University invites you to experience the [2022 Spring Gala](#)! Guests will enjoy a reception featuring hors d'oeuvres, wine, cocktails and a silent auction, followed by dinner, a show, dessert and dancing!

- [RSVP Deadline](#): Friday, April 15.
- Saturday, April 30 at 6pm

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## Build-a-Bed

Education Services is hosting [Build-a-Bed](#) on April 23rd at the [Peddler's Mall](#), providing beds to 155 children. Volunteers are encouraged.

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## Employee Performance Evaluations Due

Annual employee performance evaluations are due on April 30th.

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## Annual Employee Appreciation Event

May 17th is the annual Employee Appreciation event outside of Fields Hall. A reminder will be sent later this month.

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## Learning Café | Help Student Workers Shine

This workshop will give you tools to help your student worker be successful. You'll be able to help them feel appreciated and valued, provide outstanding customer service, and thrive in their career preparation. April 26<sup>th</sup> at 8:30am. [Register for Learning Café Seminars](#)

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## Learning Café | Wellness Portal Overview

This workshop will provide an overview of the new Wellness Portal. April 19<sup>th</sup> & 26<sup>th</sup> at 2pm. [Register for Learning Café Seminars](#)

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## Staff Salutes

No 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

## Staff Congress Meeting Summary

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

- The May Staff Congress meeting will be held in-person. Location will be communicated to Staff Congress representatives and guests via email.
- PG-48 was approved by the Board of Regents, replacing the monthly cap for leave balance to an annual cap. This change will take effect on July 1<sup>st</sup>.
- The Credentials & Elections (C&E) committee sent out a call for nominations for new Staff Congress representatives. Despite nominations, areas 1, 2, and 5 remain short by 1 nominee each. C&E chair, Toni Hobbs requested nominations from Staff Congress to fill these vacancies.
- Motion to consider changing Staff Congress titles from Chair/Vice-Chair to President/Vice-President was approved.
- Motion to post a resolution to condemn Russia's attack on Ukraine was approved.
- Lora Pace read a statement about the [Complete College America](#) and the [Kentucky Purpose First](#) initiative.
- The Board of Regents Report:
  - Approved an updated budget.
  - Audited WMKY and Athletics. Both came back clean.
  - Approved tuition and fees for the 2022/2023 fiscal year.
  - Implemented PG-48.
  - Approved the 3% compensation plan.
  - Raised entry pay levels for Faculty and Staff positions.
- Office of Human Resources (OHR) report:
  - Farmer's Market will return to campus in June.
  - Performance Evaluations are due on April 30th.
  - The May 15th one-time stipend is nearly ready.
  - OHR is starting new year PAR's.
    - PAR training is scheduled for representatives in academic colleges and Academic Affairs.

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- Please help share job vacancies.
- Cabinet Report:
  - May 14 is Commencement.
  - April 21-23 is SOAR.
  - Cabinet is confident that MSU will be able to create a new Science building with the new budget.
  - MSU will likely receive \$35 million (\$17 million/year) for asset preservation funds, which will be used to maintain academic buildings and dormitories.
  - The compensation grade scale will be increasing by 1%. Anyone hired full time after September 1, 2021, will receive a 3% increase in salary as of June 30, 2022.
  - Compensation floor will increase for faculty.
  - Tuition will increase by 1.75%.
  - Board approved removal of asset preservation fee, charged to students (\$2.50/credit hour).
  - Housing rates increased for Andrews and Thompson Hall dormitories.
- Faculty Senate Report:
  - MSU salaries are not competitive.
  - Faculty Senate produced a resolution supporting Ukraine.
  - Some Faculty felt that Title IX training happens too often. We should consider the efficacy vs the cost of this training.
  - There was a concern about search committees and confidentiality agreements that the additional layer of protection is redundant, as we have PAC and training covering the agreements.

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# Staff Concerns

Comment/Concern	Response
<p>I'm curious if it would even be possible to offer professional development courses that help us deal with stress. Additionally, could we require those who have been written up to take one or more professional development courses? Maybe this would prevent them from being repeat offenders? Seems like there are some staff who can "get away" with anything and it would be nice (if they are not fired) that they might have to take extra steps to ensure their behavior is kept in check. Everyone around them suffers when that person only receives a write up. There are some who will "behave" for a while and then once they think no one is looking, they can repeat their behavior. - From one of those suffering at the exposure of a disgruntled coworker.</p>	<p>The Office of Human Resources is working with <a href="#">Employee Assistance Program</a> (EAP) about scheduling workshops for our monthly learning cafes. The topics we have asked for are stress management, emotional wellbeing, and financial wellbeing. There is also programming through EAP for free programs offered through Anthem. Employees having issues or concerns with other employees should express those concerns to their supervisor.</p>
<p><a href="https://www.cbsnews.com/news/great-resignation-job-quits-january-bad-pay/?ftag=CNM-00-10aab6a&amp;linkId=155613153&amp;fbclid=IwAR1zRsmShH6_R14auGw-IADAdtEpAVQJZY7yX59bFbK3MO2PKuZf7ShUzgE">https://www.cbsnews.com/news/great-resignation-job-quits-january-bad-pay/?ftag=CNM-00-10aab6a&amp;linkId=155613153&amp;fbclid=IwAR1zRsmShH6_R14auGw-IADAdtEpAVQJZY7yX59bFbK3MO2PKuZf7ShUzgE</a> Pay is definitely an issue, but there are other considerations to be taken into account as well.</p>	<p>Thank you for you input, the above link has been sent to Staff Congress Executive Council for review.</p>
<p>The service from Commonwealth for our network printers has been terrible. We have to wait days after reporting the trouble for someone to even come to look at our machine. Why is the University getting such poor service?</p>	<p>Members of the Staff Congress Staff Concerns Committee have been in contact with Commonwealth Services employees and have been told that staffing is down, and that they are working on service calls as quick as they can.</p>

## Special Announcement | Phishing Emails

*Recent headlines remind us that cyber-attacks are an ongoing concern. Such attacks include phishing emails designed to trick you into visiting malicious sites or downloading malware used to steal data and damage our networks. This reminder sets out general guidance on how to protect yourself, your family and MSU against such malicious emails. You are our first and last line of defense against cyber-attacks. Thank you for your diligence.*

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### DO NOT

- DO NOT open any suspicious email based on the Subject or Sender—delete it before you open it.
  - DO NOT reply to, open attachments from, or click on URLs from unknown and untrusted sources.
  - DO NOT use your MSU email address for personal communications.
  - DO NOT ever send personal/sensitive information via email—e.g., passwords, credit card number, social security number, or account number.
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### DO

- DO check for misspellings, grammatical errors, and abnormal spacing that may be indicative of a phishing email.
  - DO check links by using your mouse to hover over the hyperlink to determine if the URL makes sense with the sender—e.g., matching the sender name to the URL; whether there's a foreign name or location in the URL.
  - DO report any suspicious emails—even if you're not sure— Right click on the email, Go to "Security options" and choose "Report phishing."
  - DO use common sense—if it doesn't look right, trust your judgment.
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### RED FLAGS

- Does the email ask for any sensitive/personal information (password, credit cards, SSN, etc.)?
- Does the email ask for sensitive information about others?
- Does the email ask you to immediately act or open an attachment to avoid account closure?
- Does the hover-text link match what's in the text?
- Does the address in the 'To' field match the sender of the email?

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## 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](mailto:x.scott@moreheadstate.edu)

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