

STAFF CONGRESS MINUTES



Date: Tuesday, April 5, 2022

[Recording of Meeting](#)

MEMBERS ATTENDED

<input checked="" type="checkbox"/> Samantha Bryant	<input checked="" type="checkbox"/> Sharnetta Fritts	<input checked="" type="checkbox"/> Garrick Ratliff	<input type="checkbox"/> Becky Scott
<input checked="" type="checkbox"/> Jamey Carver	<input type="checkbox"/> Merrell Harrison	<input type="checkbox"/> Shayla Ring	<input checked="" type="checkbox"/> Andrea Stone
<input checked="" type="checkbox"/> Debbie Cooper	<input checked="" type="checkbox"/> Toni Hobbs	<input checked="" type="checkbox"/> Rianna Robinson	<input checked="" type="checkbox"/> Jessica Thompson
<input type="checkbox"/> Gary Cornett	<input type="checkbox"/> Jarred Hunt	<input checked="" type="checkbox"/> John Rose	<input checked="" type="checkbox"/> Jen Timmermann
<input checked="" type="checkbox"/> Debbie Ellis	<input type="checkbox"/> John Mahaney	<input type="checkbox"/> Angela Rowe	<input checked="" type="checkbox"/> Helisha Tuerk
<input type="checkbox"/> Julie Ferguson	<input checked="" type="checkbox"/> Paige McDaniel	<input checked="" type="checkbox"/> Laura Rucker	<input checked="" type="checkbox"/> Traci Webster
<input checked="" type="checkbox"/> David Flora	<input checked="" type="checkbox"/> Lora Pace	<input type="checkbox"/> Ian Savard	<input checked="" type="checkbox"/> Rachel Whitt
<input type="checkbox"/> Joseph Fraley	<input checked="" type="checkbox"/> Tasha Purvis	<input checked="" type="checkbox"/> Xavier Scott	

GUESTS

President J. Morgan, Dr. Annie Adams, Dr. Joel Pace, Mary Fister-Tucker, Dr. Caroline Atkins, Dr. David Long

CALL TO ORDER

- **Time meeting called to order:** 1:00 PM
- **Call to order given by:** Chair David Flora

MOTION TO APPROVE THE MINUTES

- **Proposed by:** Helisha Tuerk
- **Seconded by:** Rianna Robinson
- **Motion Approved:** Yes

CORRECTIONS

No corrections were presented.

PRESIDENT'S REPORT

President J. Morgan reported:

- The next campus livestream will be mid-late April.
- April 14th, MSU is hosting the annual Concert on the Lawn.
- April 30th, MSU is hosting a Gala.

CHAIR'S REPORT

Chair David Flora reported:

- The May Staff Congress meeting will be held in person. Location will be communicated.
- 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 1st.

VICE-CHAIR'S REPORT

Vice-Chair Helisha Tuerk reported:

- Staff Congress will be appointing Distinguished Service Award Committee members.
- Education Services is hosting Build-a-Bed on April 23rd at the Peddler's Mall, providing beds to 155 children. Volunteers are encouraged.

SECRETARY'S REPORT

Secretary/Treasurer Xavier Scott reported:

- **Supply Account Balance:** \$204.19
- **Expenditures:** None.

STAFF SALUTES

No Staff Salutes were submitted in March.

COMMITTEE REPORTS

AD-HOC COMMITTEE

Ad-Hoc Committee Chair Lora Pace reported:

- The committee will meet in May or June.

BENEFITS & COMPENSATION:

B&C Chair Debbie Ellis reported:

- B&C did not meet in March.

CREDENTIALS & ELECTIONS:

C&E Chair Toni Hobbs reported:

- C&E sent out the call for nominations for Staff Congress.
- Areas 1, 2, and 5 are short 1 nominees. Toni requested nominations from within Staff Congress for these vacancies.

STAFF ISSUES

Staff Issues Chair Jamey Carver reported:

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 Employee Assistance Program (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>https://www.cbsnews.com/news/great-resignation-job-quits-january-bad-pay/?ftag=CNM-00-10aab6a&linkId=155613153&fbclid=IwAR1zRsmShH6_Rl4auGw-IADAdtEpAVQJZY7yX59bFbK3MO2PKuZf7ShUzgE Pay is definitely an issue, but there are other considerations to be taken into account as well.</p>	<p>Thank you for your 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>

REGENT'S REPORT

Reported by: Dr. Joel Pace.

- Board of Regents approved an updated budget.
- There were audits for WMKY and Athletics that 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.

HUMAN RESOURCES REPORT

Reported by: Dr. Caroline Atkins.

- Farmer's Market will return to campus in June.
- May 17th is the annual Employee Appreciation event outside of Fields Hall. A reminder will be sent in April.
- 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.
- Please help share job vacancies.

CABINET REPORT

Reported by: Mary Fister-Tucker

- April 14th, MSU is hosting the annual Concert on the Lawn.
- May 14th is Commencement.
- April 21st-23rd 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 1st, 2021, will receive a 3% increase in salary as of June 30th, 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

Reported by: Dr. David Long reported:

- 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.

STUDENT GOVERNMENT ASSOCIATION REPORT

Reported by: Shelby Black was absent. No report provided.

OLD BUSINESS

- Motion to consider changing Staff Congress titles from Chair/Vice-Chair to President/Vice-President.
 - Motioned by: Jessica Thompson
 - Seconded by: Tasha Purvis
 - Approved
- Motion to post a resolution to condemn Russia's attack on Ukraine.
 - Motioned by: Lora Pace
 - Seconded by: Debbie Ellis
 - Approved

NEW BUSINESS

- Lora Pace read a statement about the Complete College America and the Kentucky Purpose First initiative.

MOTION TO ADJOURN

- Motioned by: Debbie Ellis
- Seconded by: Jessica Thompson
- Motion Passed
- Time Adjourned: 2:03 pm