

STAFF CONGRESS MINUTES



Date: Tuesday, May 3, 2022

MEMBERS ATTENDED

<input 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 checked="" 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 type="checkbox"/> Jessica Thompson
<input type="checkbox"/> Gary Cornett	<input checked="" type="checkbox"/> Jarred Hunt	<input checked="" type="checkbox"/> John Rose	<input 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 checked="" type="checkbox"/> Julie Ferguson	<input type="checkbox"/> Paige McDaniel	<input checked="" type="checkbox"/> Laura Rucker	<input type="checkbox"/> Traci Webster
<input checked="" type="checkbox"/> David Flora	<input checked="" type="checkbox"/> Lora Pace	<input type="checkbox"/> Ian Savard	<input type="checkbox"/> Rachel Whitt
<input type="checkbox"/> Joseph Fraley	<input type="checkbox"/> Tasha Purvis	<input checked="" type="checkbox"/> Xavier Scott	

GUESTS

President J. Morgan, Dr. Joel Pace, Mary Fister-Tucker, Dr. Caroline Atkins

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:** Rhianna Robinson
- **Seconded by:** Lora Pace
- **Motion Approved:** Yes

CORRECTIONS

No corrections were presented.

PRESIDENT'S REPORT

President J. Morgan reported:

- MSU will be ending COVID-19 case counts the first or second week of May.
- The next 1-time stipend is scheduled for mid-May for individuals who have been employed since September 1st, 2021.
- There will be a 3% increase in base pay for employees who have worked full time for a full year starting on July 1st.
- Complimented Staff Congress Executive Council for our feedback and assistance in these additional compensation opportunities.
- Dr. Morgan wants to meet with Staff Congress Executive Council to discuss adjusting the compensation scale upwards going forward.
- On July 1, 2022 the lowest paid employees will receive an additional raise to their base pay.
- Representative Lora Pace asked if we can do flex schedule in the summer. Dr. Morgan said he'd like to know more about how other schools approach summer flex schedules before making a decision.

CHAIR'S REPORT

Chair David Flora reported:

- Expressed sympathies on behalf of Staff Congress to Dan Connell for the loss of his wife.
- The election of new members was a success. Newly elected members are:
 - John Rose
 - Stacy Scott
 - Julie Ferguson
 - David Flora
 - Leanne Akers
 - Jennifer Shaw
- Officer elections will happen during our June meeting.

VICE-CHAIR'S REPORT

Vice-Chair Helisha Tuerk reported:

- The Distinguished Service Award Committee had a request for volunteers, which were filled by:
 - Dan Connell
 - Amanda Lewis
 - Vickie Cooper
 - Chris Hampton
 - Steve Crail
 - Sherry Gamble
- COVID-19 Update (April 25-30):
 - 6 positive cases for employees.
 - 1 positive case for on campus students.
 - 2 positive cases for off campus students.

SECRETARY'S REPORT

Secretary/Treasurer Xavier Scott reported:

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

STAFF SALUTES

KODY BAKER

“Even though he is new to his position, Kody is always extremely helpful, pleasant and quick to respond to any questions or problems you may have. Kody is a great asset to MSU and the payroll office.”

- Submitted April 20, 2022

ASIAH HANDLEY

“Asiah is awesome. She can step into most roles in this department and help students with many needs. She is the first voice many hear when they call the University. She also helps the staff in the department with travel, evaluation deadlines, and keeping the department on budget. She is great mentor to the work study students she supervises. She is a blessing to work with each day.”

- Submitted April 14, 2022

AMANDA MAYNARD

“Amanda has been working with MSU Admissions for almost 3 years. She is dedicated to her work. She juggles being a single mom and full time worker well. She adapts to change well and can use her natural charm to develop relationships with new schools. She is a great asset to the department.”

- Submitted April 14, 2022

JOHN ROSE

“John helps so many students each year but also he helps staff who might need help for a student. He is a great asset to Financial Aid but also to the University. He is quick to respond and is very thorough in explaining complicated information.”

- Submitted April 14, 2022

COMMITTEE REPORTS

AD-HOC COMMITTEE

Ad-Hoc Committee Chair Lora Pace reported:

- The Ad-Hoc committee did not meet due to SOAR.

BENEFITS & COMPENSATION:

B&C Chair Debbie Ellis reported:

- B&C did not meet in April.

CREDENTIALS & ELECTIONS:

C&E Chair Toni Hobbs reported:

- We had a higher response rate in some areas and lower in others. We should investigate ways to improve response rates.
- An email about Officer Elections explaining the process for nominations will go out after today’s meeting.
- The Officer Elections will be held during the June meeting. New officers will begin work in July 2022.

STAFF ISSUES

Staff Issues Chair Jamey Carver reported:

Comment/Concern	Response
<p>What is the goal for the new fence that been installed at the campus entrance at Laughlin? I have also seen it installed around the Enrollment Services Center on 2nd Street. How long will these fences be and are they part of an overall campus plan?</p>	<p>The goal is to begin to create an architectural edge to portions of the campus perimeter. Once the wood has cured, it will be painted black and eventually some stone elements may be added as funding becomes available.</p>
<p>Why are there wood fences going up across campus? This aesthetic does not represent an institution of higher learning in the least. Will these be painted? Why wasn't a different material used? What is the purpose of the fences?</p>	<p>The goal is to begin to create an architectural edge to portions of the campus perimeter. Once the wood has cured, it will be painted black and eventually some stone elements may be added as funding becomes available.</p>
<p>It seems like the university is falling behind in documenting changes and procedures. Many policies are out of date and people are relying on phone calls to solve everything, which often provides an inconsistent information. A campus wide policy review would be a good way to spend the summer.</p>	<p>The following concern will be forwarded onto administration. Many policies are department driven as well. If there are procedural difference in policies that you notice, please reach out to the department to make them aware.</p>
<p>I would love to see supply vending machines on campus for staff and students. This machine could have writing material, charging cords, ear plugs, headphones, flash drives, and hygiene products. Particularly in places like the library.</p>	<p>MSU has made this request of our vending company and they do not offer these products at this time.</p>
<p>As has been reported by the President, the university budget is beginning to trend upwards, however there are several departments that are still hurting from being understaffed and underpaid. Fac. Maint. and the MSUPD were two of the departments that have been hit the hardest by prior year cuts and are severely hurting as a result. Both departments pay below the county average in salary with custodians making \$10.00 an hour base and Police Telecommunicators making \$11.13 base. During the Covid "shutdown", the PD was still manned 24/7 by both officers and Telecommunicators, there is always someone there even when no one else is on campus at all. They are currently staffing 24/7 coverage with TWO full time dispatchers, one part time dispatcher and a sergeant or an officer covering what is left. Employees are being asked to work 50-60 hour weeks at wages that barely cover their bills to travel to work. They have had a job vacancy posted since Jan., two applicants that both turned the job down to make more money elsewhere. The City of Morehead pays their Telecommunicators \$17.45 an hour. In order to give our Telecommunicators a raise, the funds have to come from the existing budget (which has been cut more than 40%).</p>	<p>The following concern was forwarded to Staff Congress executive council. Staff Congress EC will continue to advocate for increased funding to add positions where needed and increase in pay for those positions funded below market.</p>

REGENT'S REPORT

Reported by: Dr. Joel Pace.

- The \$98 million Science & Engineering building and \$34 million in asset preservation funds have been approved in the legislative budget. This should help with drainage, roofs, HVAC, and other issues on campus over the next 2 years.

HUMAN RESOURCES REPORT

Reported by: Dr. Caroline Atkins.

- May 17th is the annual appreciation event in front of ADUC, starting at 10:30.
- Call/email responses may be delayed due to extensive work on the 7/1 pay increase. Please be patient.
- Monthly Learning Café training sessions were switched to every other month.
- VP Mary Fister-Tucker wants Learning Café to focus on employee assistance program (EAP).
- Farmer's Market starts in June. Will be in front of Howell-McDowell.
- Please share vacancies with peers to help fill positions.

CABINET REPORT

Reported by: Mary Fister-Tucker

- Mary Fister-Tucker was unavailable to provide a report.

FACULTY SENATE REPORT

Reported by: Dr. David Long reported:

- Dr. Long was unavailable to provide a report.

STUDENT GOVERNMENT ASSOCIATION REPORT

Reported by: Shelby Black was unable to attend, but she sent the following report.

SGA has recently elected a new executive board which is looking forward to serving the MSU community this upcoming school year. Chloe Marstiller is the new president, and she will be happy to help you all with anything she can. We are continuing to work on the WiFi and parking. We are hoping for a great next semester, have a wonderful summer.

OLD BUSINESS

- Motion to change the terms Chair and Vice Chair to President and Vice President. Motion approved with 2/3 votes. This will now go before the Board of Regents for final approval.
- The [Ukraine Resolution](#) has been added to the website.

NEW BUSINESS

- Red Cross/Education Services AmeriCorps will be hosting a blood drive.
- Commencement is on May 14. Gabria Sexton is the student speaker.

MOTION TO ADJOURN

- Motioned by: Debbie Ellis
- Seconded by: Sharnetta Fritts
- Motion Passed
- Time Adjourned: 2:05 pm