

# Staff Congress Newsletter



## Chair Chat



**Dave Flora**  
Staff Congress Chair

Welcome back, students!

I don't know about you, but I've had a smile on my face all week as I watch the students make their way around campus. I don't know if it is more like the campus I used to remember, but it is a great feeling. We have a large freshman class this year, so if you see students who are standing around confused, take some time to point them in the right direction. Also, be mindful that many of our students have been impacted directly or indirectly by the disastrous flood in our region. That's extra stress, and it requires extra help. You can still drop donations off at the Enrollment Services building to get it to folks in need.

The EC and I have met with President Morgan several times over the summer to talk about pay raises to staff going forward. The President has expressed, and we agree, that our lowest paid

workers need a pay increase so that they are less vulnerable to economic stress and can continue to enjoy the benefits of working at the university. Expect an announcement on that very soon. Our final enrollment numbers are still in flux, but I am hopeful that, in September, that we can talk about raises for the rest of the staff.

Enjoy these beautiful days leading into Autumn at Morehead State. Remember that this is the 100<sup>th</sup> year of our being a public institution, and there will be events to celebrate that throughout the fall.

Thank you for all that you do for MSU!

## August 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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## Constitution Days Events

There will be a public reading of the Constitution on Thursday, September 15, 4:00 at the Bell Tower (weather permitting, rain location to be decided). More information about events related to Constitution Days will be coming soon.

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## Assistant to the Provost Vacancy

Over the summer, Emily Jackson, Assistant to the Provost, accepted a position at another institution. A search has begun for a replacement, and internal candidates are [encouraged to apply](#).

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## MSU Assistance for Flood Victims

Kentucky's Governor Andy Beshear has established the Team Eastern Kentucky Flood Relief Fund. Visit [TeamEKyFloodReliefFund.ky.gov](http://TeamEKyFloodReliefFund.ky.gov) to donate.

Emergency resources are available to students via the MSU Foundation thanks to the generous support of alumni and friends. The NEST Fund - Needs for Eagle Support in Trying Times - supports student emergency needs including food support, school supplies, transportation costs and more. If you know of an MSU student who could benefit from these programs, visit [www.moreheadstate.edu/student-affairs/eagle-essentials](http://www.moreheadstate.edu/student-affairs/eagle-essentials).

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## Labor Day

On Monday, September 5<sup>th</sup>, Morehead State University will be closed for Labor Day.

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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.

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### Melissa Brown - Groundskeeper

Melissa has beautified the landscaping around campus. She works with passion and a positive attitude! She is focused on her work but never hesitates to greet people walking by with a smile. She exemplifies the "Spirit of MSU!"

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### Patricia Lynn Handshoe – Coordinator of Tutoring Services

Lynn goes above and beyond for the students of MSU. She is always eager to help wherever she is needed. Lynn is a true asset to MSU and we are lucky to have her!

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### Sandra Skaggs – EagleCard & Document Services Specialist

Sandra is always on the move, getting work done and I don't think I've ever seen her without a smile on her face. She is so friendly and helpful anytime I see her at the Post Office.

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### Paul Young – Postal Clerk

Paul is always working hard. He's always been very helpful and friendly whenever I stop by the Post Office. Paul and Sandra both make a great team and we are lucky to have them on campus!

# Staff Congress Meeting Summary

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

- President J. Morgan welcomed staff for the Fall 2022 semester and thanked everyone for working through the summer.
- Roof repairs will take place over the course of the Fall 2022 semester.
- HVAC repairs are estimated to take place December 2022 - February 2023.
- Staff Congress Executive Council decided that if COVID-19 infection numbers are in the red category on the [GovStatus website](#) for Morehead, then Staff Congress meetings will be held remotely.
- Chair David Flora welcomed the new Chair of Benefits & Compensation Subcommittee, Rianna Robinson.
- Executive Council had a meeting with President Morgan, who is focused on helping the lowest paid staff as they are the most vulnerable to inflation and it would help retention of those employees.
- In an effort to secure University services and cut back on [phishing](#) emails, IT is implementing [Multi-Factor Authentication](#) (MFA). MFA will be turned on for staff in August 2022. Faculty and Students will receive MFA later in the Fall 2022 semester.
- The Office of Human Resources are looking for staff whom are willing to be recorded for a 2 minute interview highlighting the reasons they enjoy working at MSU. This is to promote employee recruitment. If you are interested in participating, please contact Xavier Scott at [x.scott@moreheadstate.edu](mailto:x.scott@moreheadstate.edu).
- Staff Congress has one remaining vacancy in Area 2. Nominations for a placement are encouraged. Area 2 includes ADUC, Allie Young Hall, Button Hall, Camden-Carroll Library, Combs Building, Fields Hall, Lappin Hall, Lloyd Cassity, Reed Hall.
- The Board of Regents (BoR) has two new members including Chloe Marstiller and Laura Russell. Craig Preece was reappointed for another 6 year term.
- In the next BoR meeting, they will be:
  - Making major changes to the “Student Code of Conduct” and the “Police Department Emergency Operations Plan” in response to recent legislation.
  - Discussing asset preservation for roofs, steps, and water basin upgrades.
- Cabinet representative, Mary Fister-Tucker, encourages all new employees to enroll in direct-deposit as soon as possible.
- Cabinet will be expanding their wellness programming to include mental and emotional wellness.
- Cabinet has reviewed suggestions from the Staff Congress Benefits & Compensation committee.
  - One of the suggestions that the continuous glucose monitoring system be added to the medical insurance plan has been added on August 1<sup>st</sup>.
  - Due to financial risk, the suggestions about acupuncture and bariatric surgery were not added at this time.

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- Despite the increase in health care costs, employee insurance contributions for calendar year 2023 will remain the same as calendar year 2022. To accomplish this, MSU has increased the employee subsidy, taking on the additional contribution costs.
- The mail room and document center have been taken over by another company (Ricoh).
  - Starting September 1<sup>st</sup>, all document printing must go through Document Services or the Office of Communications & Marketing.
  - Prints by 3<sup>rd</sup> party vendors are not allowed.
  - This change will not cause any full time employee to lose their job.
  - Fleet printer/copiers will remain until June 2023.
- Multifactor Authentication (MFA) will be initialized in August for Staff.
- The office of Information Technology has implemented a new firewall for MSU's network.
- Representative Toni Hobbs shared her design for the Staff Congress lapel pin.
  - Representative Julie Ferguson motioned to approve Toni's pin design.
  - Representative Leeann Akers seconded.
  - Motion passed.
- Staff Congress Executive Council will meet this month to discuss the Staff Congress Bylaws/Constitution language edits.

# Staff Concerns

Comment/Concern	Response
<p>Is there a virtual training for the new Live Well portal? It is not user-friendly and when we try to call HR, the guy who answers the phone has no clue and no one will return any calls from HR. How long should it take for an HR staff person to return calls, emails, etc.? This applies to payroll as well. We hear that the HR and Payroll staff screen all their calls and don't answer the phone if they choose not to talk to a particular person. Both offices are not managed nor held accountable.</p>	<p>The Live Well Guide has been sent out to all employees and is available through HR. There has also been virtual training through the Learning Café program. Please look for possible Learning Café opportunities in the future.</p>
<p>How does the university answer for hiring a replacement for Tim Rhodes before he has actually retired/left? When other staff members leave- hiring cannot begin (if it ever does) until the position has been vacated- and other staff members are expected to step in to complete additional duties with NO compensation. How does the university reconcile the salary of 2 people doing the same job for 3-4 months? While seeming unable to find stipends or other compensation for 'lesser' staff expected to absorb additional/ 'temporary' duties. For perspective, 3-4 months of salaries of administrators at this level are typically the same as a FULL year's salary for said 'lesser' staff. Something here seems out of balance.</p>	<p>As President Morgan mentioned during the most recent Staff Congress meeting, enrollment is critical to our ability to continue to be a “light to the mountains” and to our mission to educate. With over 40% of our University Budget being supported directly by Student Tuition and Fees, enrollment is also key to our financial wellbeing.</p> <p>With the highly competitive student recruitment market, and the challenges facing all higher education institutions not only in Kentucky, but across the country, the university thought it was in its best interest to retain our outgoing AVP for Enrollment Services for the remainder of the fall semester to assist in providing transition support to include International Student Services, Enrollment Management Plan Development, Scholarship review and recommendation, as well as coordination of meetings and correspondence with school superintendents, technical colleges/university leadership and high school principals.</p> <p>Both individuals will not have the same job responsibilities. Mr. Rhodes will serve as Special Assistant to the VP for Student Affairs, and provide support to various units within the division at the direction of the VP. However, his main responsibilities will be to assist the university in the recruitment of students, which is critical to the survival of the university</p>

## 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)