

Staff Congress Newsletter



Chair Chat



Happy Fall!

The semester is beginning to wind down. It's that strange time of energy as finals near and everyone gets ready for the long holiday break. Two weeks after we return from the Thanksgiving holiday, the fall semester will end! It always seems to come as a surprise how quickly that happens.

It is again a time of uncertain budgets at MSU, but Staff Congress remains determined to work with the administration for continuing raises. President Morgan has expressed his desire for that, and we look forward to the conversation.

As we enter the busy days following the break, make sure that you take time to stay healthy. These can be stressful times for

our students, faculty, and staff, so make sure you are rested and mindful. MSU needs you!

Enjoy your break

-Chair Flora

November 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.

Thanksgiving Break

Thanksgiving Break will be observed from Wednesday, November 23rd to Friday, November 25th. University offices will reopen on Monday, November 28th.

Holiday Help with Eagle Essentials

With the Thanksgiving and Christmas holidays coming up, food pantries often run low on supplies. This holiday season, please consider donating to the [Eagle Essentials](#) food pantry to help food insecure students get through the holiday season with comfort and joy. For more information, visit the [Eagle Essentials](#) website, or contact Jane Kelly at j.tenyer@moreheadstate.edu or 606-783-5152.

Star Theater Public Show Opportunities

Star Theater has public shows most every 2nd and 4th Saturdays that are free to all Morehead State students, faculty, and staff. Upcoming events include:

- Saturday, December 17 – 11am- noon: *Star of Bethlehem*; 1:30-2:30pm: *Season of Light*; 6:30-7:30pm: *Laser Holiday*
- Thursday, December 22 – noon-1pm: *Star of Bethlehem*; 2-3pm: *Season of Light*; 4-5pm: *Laser Holiday*
- Wednesday, December 28 – noon-1pm: *Expanded View*; 2-3pm: *Forces of Nature*; 4-5pm: *ElectroLaze*

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34th Annual Storybook Christmas Project

The Advisory Council for Adult Education (ACAE) is seeking your help with the 34th Annual Storybook Christmas Project. Since 1989, ACAE has sponsored Storybook Christmas in order to provide new books to disadvantaged children in Rowan County. Collection boxes for new books can be found on campus in the Education Services Building, MSU Public Radio, and 214 Combs Building. Other collection sites in the community include CoffeeTree Books, Giovanni's Pizza, Rowan County Public Library, and several banks and churches. Books will be collected through November 30. Tax deductible donations may be made to: MSU Foundation, Inc – Storybook Christmas. Monetary donations must be received by November 18.

Mail to:

MSU Adult Learning Center
Education Services Building – Room 103
Morehead, KY 40351

For more information, contact 606-783-2871 or o.fannin@moreheadstate.edu.

Staff Salutes

There were no salutes 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.

President J. Morgan reported:

- November 30th will be the MSU Holiday Carnival.
- The Employee Holiday Lunch will be on December 1st. An email announcement will be forthcoming.
- Lack of retention improvements along with other normal cost factors and cost escalations has affected MSU's budget by \$2.5 million.
- Commencement will be a single ceremony, held on December 10th. The 70-75% capacity limitation has been lifted, so this will be an open commencement.

Vice-Chair Helisha Tuerk has been working with Dr. Lesia Lennex to fill the staff vacancies in the Faculty Senate government committees.

Benefits & Compensation Committee Chair, Rianna Robinson attended the Faculty Senate Benefits Committee meeting, where they discussed changing bylaws to allow more flexibility over monthly committee meetings.

Credentials & Elections (C&E) Committee Chair, Toni Hobbs, reported:

- We have three Staff Congress vacancies; two in Area 2 and one in Area 5.
 - Area 2 includes ADUC, Allie Young Hall, Button Hall, Camden-Carroll Library, Combs Building, Fields Hall, Lappin Hall, Lloyd Cassity, Reed Hall.
 - Area 5 includes AAC, Eagle Center/Wellness Center, Eagle Trace, Education Services Building, Ashland SBDC, Montgomery Co. Adult Ed Center, MSU @ Ashland, MSU @ Mt. Sterling, MSU @ Prestonsburg, Power Plant, All other off-campus locations.
- Communications & Marketing department has moved to another area on campus. C&E will discuss whether representatives from this department be moved into other Staff Congress areas.

Faculty Senate President, David Long, reported

- Faculty Senate discussed language changes on the MSU website that provide additional powers to the MSU president, concerning tenure. Senate is concerned that this language might negatively impact faculty recruitment efforts.
 - Representative Toni Hobbs suggested reaching out to Rick Hesterberg concerning the accuracy of this verbiage.
- Senate expressed concern over why the new website rollout happened with many pages not included in the update.

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- Representative Toni Hobbs indicated that the targeted date was chosen to coincide with recruitment season. Page migration priority was focused on academics and retention.
- Senate is concerned over the administration's tone with the Art department concerning an open gallery position.

Student Government Association (SGA) president, Chloe Marstiller, reported:

- The SGA strategic plan is on MSU's website, which outlines their goals throughout the year.
- SGA office hours are Monday-Friday, 11am-3pm, in ADUC 222.
- SGA's recent focus has been on Homecoming.
- The next focus will be on diversity & inclusion related events, including providing textured hair products in Eagle Essentials.
- SGA has provided tabling events including Mental Health Awareness and Domestic Violence Awareness. SGA will continue tabling events to spread awareness of important topics.
- Students are concerned about Baird and the Art Gallery. SGA has met with President Morgan to offer assistance.
- SGA is planning their semesterly Safety Walk on Tuesday, November 8th. During this walk, participants walk around campus, identifying safety issues and putting in work-orders to get them repaired.
- SGA is in the process of updating their Constitution and Bylaws.

Staff Concerns

Comment/Concern	Response
<p>The university post office has recently been losing packages for my office. As I understand it, they have no record keeping once the package is picked up. They also do not ask my student workers for verification when they go get the mail which leads me to assume that anyone, student or staff, can pick up mail for any department regardless of their authorization. Some of our packages have also ended up in a different department. Others have been found months after it was delivered and we had already reordered it. Is there something that can be done to fix issues like this in the future?</p>	<p>Answer: Mary Fister-Tucker Finds the situation to be concerning. She needs more information to help track down the problem. If the concerned individual could reach out to Guy Huffman g.huffman@moreheadstate.edu with more information, it would be greatly appreciated.</p>
<p>Before last month's Staff Congress meeting, I, as a concerned staff person and employee at MSU, submitted a concern regarding the elimination of the Art Gallery Director position, which is a staff position and, therefore, in the purview of Staff Congress. I see in the meeting minutes published that this concern was not only not discussed in the October meeting but it was also not published or directed to any appropriate university official. In past years, Staff Congress did not take it upon itself to censor issues submitted by staff or to gatekeep the feedback that should be passed on to the appropriate MSU party. And if this is the new mission of Staff Congress, then why aren't the criteria for having your concern addressed published on the Staff Congress webpage or Concerns page? I would very much like the issue to be addressed by Staff Congress. The question of why Arts & Humanities staff positions, like the Art Gallery Director and the costumes director in the Theater department are positions being eliminated should be answered and answered by the administration and shared for</p>	<p>Answer: Staff Concerns Committee Chair The submission of the staff concern about the Art Gallery Director was submitted after the staff concerns committee met. For this reason, the concern needed to be tabled until the October meeting of the staff concerns committee. Please see the original submission with the response from the Provost.</p>

all to hear. Students having models for practical applications of their arts degrees is extremely important, not to mention that this valuable work is just being dumped onto other employees.

My understanding is that MSU will no longer have an Art Gallery Director now? And, for that matter, no costume shop director in theater? Does our President hate the arts and humanities or is he just that cheap? A 4 year, liberal arts-based education must intentionally value the arts and provide access to practical experience within the arts. Do better, MSU!

Answer: Dr. Antony Norman

Regarding music, here are a few pieces of information that may allay some of these concerns:

- Regarding supporting the music program with faculty, we just recently moved a Visiting Assistant Professor into a tenure-track line.
- Baird is scheduled to receive a brand-new HVAC system, but supply chain challenges may mean it is several months or around a year before the system is installed.
- In the meantime (and I think this is where a lot of the misunderstanding is occurring), I have asked the dean, associate dean, and faculty to devise a plan where we can move some of the music courses that do not require instruments or other equipment to other locations that are more comfortable for faculty and students. Additionally, we are exploring better use and sharing of the Kentucky Center for Traditional Music facility for practice rooms and rehearsal space.
- We have invited any faculty with health challenges related to Baird to ask to be moved to faculty offices elsewhere, if possible.
- President Morgan has asked me to work with the dean, associate dean, and faculty for a prioritized list of improvements to Baird, starting with Duncan Recital Hall and then other performance sites. As resources allow, we will work to make these improvements.

Regarding art, Morehead State University has no intention of closing the MSU Art Gallery and never had plans to do so. Decreases in overall enrollment, including fewer students in our Art and Design program, have necessitated reducing support in several areas. MSU has been in the process of shifting duties among employees and has always intended to provide staff to support the art gallery.

As a musician myself, I greatly value our music program. Likewise with art—my wife and I have greatly enjoyed both the music performances and art

	shows we have attended. The President and I are committed to continuing to support Morehead State's music and art programs even in challenging financial times.
Why is the red flag reporting site missing from the new site? You search the site for the link and the found link takes you to an error page? Many searches are like this now. This looks very poor on our university that key functions are missing or misplaced and difficult to find now.	Link has been fixed.
several a-z links in the portal are broken with the migration to the new website. Is there a plan/timeline to fix these?	The Office of Communications & Marketing is working diligently to migrate the pages over to the web. At last count they reported over 8,000 pages still to migrate (with a staff of 5 people working hard to not only complete the migration, but to handle the everyday business of the office)
Open Enrollment - there was a change to the life insurance increases, if you chose to increase from last year to this year you must now do the form of evidence. This was not made clear prior to open enrollment. In prior years, we could do an increase of 1x the salary each year without this form. Why the need for change and why the need to hide the change and not discuss this. Also, with the changes to the new system, there should be a longer window for open enrollment considering that it overlapped with homecoming week and there were too many activities going on that week to even consider worrying about insurance enrollment. Lastly, why do we need to tell HR why we do not want certain pieces, if I do not want to enroll in vision insurance just let me skip over it, not make me select a reason why. It became very cumbersome to complete open enrollment.	Concern was sent on to the Office of Human Resources, however, with no contact information there was no way to respond back prior to the end of open enrollment.

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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