

# STAFF CONGRESS MINUTES



**Date:** Tuesday, November 1, 2022

## MEMBERS ATTENDED

<input checked="" type="checkbox"/> Leeann Akers	<input checked="" type="checkbox"/> Sharnetta Fritts	<input checked="" type="checkbox"/> Zachary Roberts	<input checked="" type="checkbox"/> Xavier Scott
<input type="checkbox"/> Samantha Bryant	<input type="checkbox"/> Merrell Harrison	<input checked="" type="checkbox"/> Rianna Robinson	<input checked="" type="checkbox"/> Jennifer Shaw
<input checked="" type="checkbox"/> Jamey Carver	<input checked="" type="checkbox"/> Toni Hobbs	<input type="checkbox"/> John Rose	<input checked="" type="checkbox"/> Andrea Stone
<input checked="" type="checkbox"/> Debbie Cooper	<input checked="" type="checkbox"/> Paige McDaniel	<input checked="" type="checkbox"/> Joe Rowe	<input checked="" type="checkbox"/> Jen Timmermann
<input checked="" type="checkbox"/> Gary Cornett	<input type="checkbox"/> Tasha Purvis	<input checked="" type="checkbox"/> Laura Rucker	<input checked="" type="checkbox"/> Helisha Tuerk
<input checked="" type="checkbox"/> Julie Ferguson	<input checked="" type="checkbox"/> Garrick Ratliff	<input type="checkbox"/> Ian Savard	<input checked="" type="checkbox"/> Traci Webster
<input checked="" type="checkbox"/> David Flora	<input type="checkbox"/> Shayla Ring	<input checked="" type="checkbox"/> Stacy Scott	<input type="checkbox"/> Rachel Whitt

## GUESTS

Dr. Annie Adams, Mary Fister-Tucker, Dr. David Long, Chloe Marsteller, President Joseph Morgan, Dr. Joel Pace, Lora Pace

## CALL TO ORDER

- **Time meeting called to order:** 11:00 AM
- **Call to order given by:** David Flora

## MOTION TO APPROVE THE MINUTES

- **Proposed by:** Jen Timmerman
- **Seconded by:** Leeann Akers
- **Motion Approved:** Yes

## CORRECTIONS

**No corrections were presented.**

## PRESIDENT'S REPORT

President J. Morgan thanked staff who helped make Homecoming successful.

November 30<sup>th</sup> will be the MSU Holiday Carnival.

The Employee Holiday Lunch will be on December 1<sup>st</sup>. 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 held on December 10<sup>th</sup>. The 70-75% capacity limitation has been lifted, so this will be an open commencement. Commencement will be a single-ceremony as well.

## CHAIR'S REPORT

Chair David Flora reported:

- The Staff-Congress Pins were ordered.

## VICE-CHAIR'S REPORT

Vice-Chair Helisha Tuerk reported:

- She is continuing to work with Dr. Lesia Lennex on filling staff vacancies for faculty standing committee meetings. If any staff are interested in serving, please reach out to her at [h.tuerk@moreheadstate.edu](mailto:h.tuerk@moreheadstate.edu).

## SECRETARY'S REPORT

Secretary/Treasurer Xavier Scott reported:

- **Supply Account Balance:** \$500
- **Expenditures:** None.

## STAFF SALUTES

There were no new Staff Salutes for the month of October.

## COMMITTEE REPORTS

### BENEFITS & COMPENSATION:

B&C Chair Rianna Robinson reported:

- She attended the Faculty Senate Benefits Committee meeting, where they discussed changing bylaws to allow more flexibility over monthly committee meetings.

### CREDENTIALS & ELECTIONS:

C&E Chair Toni Hobbs reported:

- We have three Staff Congress vacancies; two in Area 2 and one in Area 5.
- Area 2 includes the following:
  - ADUC, Allie Young Hall, Button Hall, Camden-Carroll Library, Combs Building, Fields Hall, Lappin Hall, Lloyd Cassity, Reed Hall.
- Area 5 includes the following:
  - AAC, Eagle Center/Wellness Center, Eagle Trace, Educational 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.

## STAFF ISSUES

Staff Issues Chair Jamey Carver reported:

Comment/Concern	Response
The university post office has recently been losing packages for my office. As I understand it, they have no record keeping once the	Answer: Mary Fister-Tucker

<p>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>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 <a href="mailto:g.huffman@moreheadstate.edu">g.huffman@moreheadstate.edu</a> 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 &amp; 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 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.</p>	<p>Answer: Staff Concerns Committee Chair</p> <p>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>
<p>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!</p>	<p>Answer: Dr. Antony Norman</p> <p>Regarding music, here are a few pieces of information that may allay some of these concerns:</p> <ul style="list-style-type: none"> <li>•Regarding supporting the music program with faculty, we just recently moved a Visiting Assistant Professor into a tenure-track line.</li> <li>•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.</li> <li>•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</li> </ul>

	<p>Kentucky Center for Traditional Music facility for practice rooms and rehearsal space.</p> <ul style="list-style-type: none"> <li>•We have invited any faculty with health challenges related to Baird to ask to be moved to faculty offices elsewhere, if possible.</li> <li>•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.</li> </ul> <p>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.</p> <p>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.</p>
<p>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.</p>	<p>Link has been fixed</p>
<p>several a-z links in the portal are broken with the migration to the new website. Is there a plan/timeline to fix these?</p>	<p>The office of communications 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)</p>
<p>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</p>	<p>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.</p>

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.	
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To ensure integrity of the Staff Concerns submission form, the committee recommends requiring participants to log in with MSU credentials to participate. To preserve anonymity, the reports provided from Marketing would remove identifiers before being delivered to Staff Congress representatives. Concerns over retaliation are covered by the [Red Flag Reporting](#) system. After discussion with the SC body, Chair Flora requested that the committee research other options that include anonymity.

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#### AD-HOC COMMITTEE REPORT

**Reported by:** Lora Pace reported:

- The committee will soon release a statement that Staff should not be evaluated for teaching FYS by their supervisors.

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#### REGENT'S REPORT

**Reported by:** Regent Joel Pace reported that the November Board of Regents meeting was canceled. The next meeting is scheduled on December 1st.

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#### HUMAN RESOURCES REPORT

**Reported by:** Dr. Caroline Atkins was not present. No report was provided.

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#### CABINET REPORT

**Reported by:** Mary Fister-Tucker report was covered by President Morgan's report.

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#### FACULTY SENATE REPORT

**Reported by:** Dr. 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.
  - 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.

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## STUDENT GOVERNMENT ASSOCIATION REPORT

**Reported by:** 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 8<sup>th</sup>. 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.

### OLD BUSINESS

- Previously, we discussed taking professional photos of Staff Congress. Due to the recent relocation of the Office of Communications & Marketing, this will be postponed until a later date.

### NEW BUSINESS

- No new business items were presented.

### ANNOUNCEMENTS

- Please consider donating to the [Eagle Essentials](#) food pantry, in anticipation of the Thanksgiving holiday.
- Website links are scheduled to be resolved by December. If you notice that a link is not functional or content is missing that is time-sensitive, report issues regarding the website by completing the form at [www.moreheadstate.edu/webupdates](http://www.moreheadstate.edu/webupdates).

### MOTION TO ADJOURN

- Motioned by: Garrick Ratliff
- Seconded by: Zachary Roberts
- Motion Passed: Yes
- Time Adjourned: 12:14 PM