

# STAFF CONGRESS MINUTES



**Date:** Tuesday, October 4, 2022

## MEMBERS ATTENDED

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

## GUESTS

Dr. Annie Adams, Dr. David Long, Dr. Caroline Atkins

## 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:** Garrick Ratliff
- **Motion Approved:** Yes

## CORRECTIONS

**No corrections were presented.**

## PRESIDENT'S REPORT

President J. Morgan reported:

- Homecoming is October 17<sup>th</sup> – October 22<sup>nd</sup>
- In last week's address, Dr. Morgan described enrollment retention trends and the removal of regular COVID-19 updates. A video recording should be provided soon.
- November's raises brought up the lowest paid hourly staff to \$11.50/hour. The majority of those came from Facilities Management, with a few others across campus. This move was not only to help our staff, but to be more competitive with local enterprises.
- Dr. Morgan appreciates everyone's work and service. He requests that we continue to help with retention.
- Retention rates are not rebounding, coming out of COVID-19. We are maintaining 67-69% this year, where we've hovered during the past two years with COVID-19. We need to get back up to 75-76%, where we were before.

## CHAIR'S REPORT

Chair David Flora reported:

- Reminder that October 7<sup>th</sup> is a paid holiday.
- On September 1, MSU's lowest paid hourly staff were raised up to \$11.50/hour.
- In a previous meeting, Chair Flora requested that the Executive Council (EC) Chairs brainstorm topics that they feel are important to address in the coming year. He requests that the EC Chairs present those topics in the November Staff Congress meeting.

## VICE-CHAIR'S REPORT

Vice-Chair Helisha Tuerk reported:

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

## NO STAFF VACANCIES FOR THE FOLLOWING FC COMMITTEES

The following either have no vacancies or positions for staff.

- Academic Appeals
- Excellence in Teaching
- Faculty Promotion
- Faculty Rights Responsibilities
- GEC
- Radiation Safety
- Registration Advisory
- Research Creative Production
- Student Media
- Tenure
- Ungraduated Curriculum

## CURRENT STAFF VACANCIES

- **Intercollegiate Athlete Committee** -One Staff Vacancies no classification listed
- **Library** - Two Staff Vacancies EEO staff no classification listed
- **Scholarship appeals Committee** - One staff vacancies Prof/NF
- **Student Affairs** - One staff vacancies Prof/NF
- **Student Disciplinary** - One staff vacancies Prof/NF

## STAFF VACANCIES THAT HAVE BEEN FILLED.

### Employee Benefits Committee

- Executive/Managerial

- Amanda Lewis - [a.lewis@moreheadstate.edu](mailto:a.lewis@moreheadstate.edu)
- Professional/NF
  - Annette Hines - [a.hines@moreheadstate.edu](mailto:a.hines@moreheadstate.edu)
- Secretarial/Clerical
  - Maurice Ian Savard - [msavard@moreheadstate.edu](mailto:msavard@moreheadstate.edu)
- Staff Congress Benefits Compensation Committee Chair
  - Rianna Robinson - [rj.robinson@moreheadstate.edu](mailto:rj.robinson@moreheadstate.edu)
- HR Position will be filled by HR

## DISTINGUISHED SERVICE AWARD COMMITTEE

Staff vacancies have been filled since April 2022

- Executive/Managerial
  - Daniel Connell - [d.connell@moreheadstate.edu](mailto:d.connell@moreheadstate.edu)
- Executive/Managerial
  - Amada Lewis - [a.lewis@moreheadstate.edu](mailto:a.lewis@moreheadstate.edu)
- Secretarial/Clerical
  - Victoria Cooper - [v.craill@moreheadstate.edu](mailto:v.craill@moreheadstate.edu)
- Tech/Para
  - Robert Lacy - [r.lacy@moreheadstate.edu](mailto:r.lacy@moreheadstate.edu)
- Serv/Maint
  - Chris Hampton - [cg.hampton@moreheadstate.edu](mailto:cg.hampton@moreheadstate.edu)
- Skilled Crafts
  - Vacant

## SECRETARY'S REPORT

Secretary/Treasurer Xavier Scott reported:

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

## STAFF SALUTES

### NEHEMIAH DUNN - FINANCIAL AID COUNSELOR

He takes it upon himself to help others without being asked. He is a huge help to his co-workers! He has helped out several times with covering the front desk so that his co-worker can take a lunch when we are short on work-study students to cover the front desk. Thankful to have him in our office!

## COMMITTEE REPORTS

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## BENEFITS & COMPENSATION:

B&C Chair Rianna Robinson reported:

- B&C met in September.
- Discussed creating goals for the 2022/2023 academic year.

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## CREDENTIALS & ELECTIONS:

C&E Chair Toni Hobbs reported:

- We have two Staff Congress vacancies for Area 2. Area 2 includes the following.
  - ADUC, Allie Young Hall, Button Hall, Camden-Carroll Library, Combs Building, Fields Hall, Lappin Hall, Lloyd Cassity, Reed Hall.

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## STAFF ISSUES

Staff Issues Chair Jamey Carver reported:

The Staff Issues (SI) committee is working with IT to identify methods of ensuring Staff Issues form is used by MSU staff only. SI will discuss these options in their next meeting, and will present information on this topic to Staff Congress in the November meeting.

Comment/Concern	Response
Can there be extra police patrol throughout the day near employee parking lots/crossing areas to ensure employee safety? I was in a situation today, where a van was stopped for me to walk across the street in a crosswalk. As I was crossing, a SUV tried to pass the van while I was in the middle of the crosswalk. I almost got hit! I was absolutely terrified!	This issue was forwarded to the MSU Police Department (MSUPD)

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## AD-HOC COMMITTEE REPORT

Due to other work obligations, representative Lora Pace has resigned from Staff Congress. Chair Flora has reached out to Lora for a list of committee members, and has requested volunteers to be the new Chair.

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## REGENT'S REPORT

**Reported by:** Regent Joel Pace wasn't present. No report was provided.

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## HUMAN RESOURCES REPORT

**Reported by:** Dr. Caroline Atkins reported:

- There will be a Benefits Fair on Thursday, October 20th, with a variety of vendors.
- At the suggestion of Staff Congress, the Office of Human Resources (OHR) has been working with MSU's videographer to create videos talking about why MSU is such a great place to work.
- Putting together a total compensation statement that we can use for potential new employees. This statement includes salary, benefits, holidays, etc.

- Met with Employee Benefits Committee (EBC), who requested a 1-page handout that addresses rules pertaining to sick leave, such as accrual, sick leave bank, and short-term disability.
- OHR asked the EBC to review the benefits guide.
- October 12<sup>th</sup> at 9:30AM, OHR will be hosting Coffee with a Cop at ADUC. Coffee and donuts will be provided.
- We are currently in Mental Health Awareness Month, so we challenge you to relax or meditate in a quiet place, or a place that brings you peace. Then send a picture of that place to [livewell@moreheadstate.edu](mailto:livewell@moreheadstate.edu) for a chance to win a Light Therapy Lamp.

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## CABINET REPORT

**Reported by:** Mary Fister-Tucker wasn't present at this meeting. No report was provided.

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## FACULTY SENATE REPORT

**Reported by:** Dr. David Long reported:

- Faculty Senate (FS) has been reviewing PAC language, and the number of committees that have historically been formed over time that could have been done as ad-hoc committees.
- FS will be evaluating Deans, which was last done 3 years ago.
- FS is working with the President and Provost about the quality of First Year Seminar.

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## STUDENT GOVERNMENT ASSOCIATION REPORT

**Reported by:** SGA Chair wasn't present. No report provided.

## OLD BUSINESS

- Previously, Chair Toni Hobbs had created a lapel pin for Staff Congress members. After discussing the budget with Mary Fister-Tucker, we are moving forward with the order.

## NEW BUSINESS

- With COVID numbers decreasing, and restrictions easing, Chair Flora asked if the Staff Congress body would prefer to meet in person, or virtually. An unofficial poll result indicated the SC prefers virtual meetings.

## ANNOUNCEMENTS

- National Transfer Student Appreciation Week – October 17-21.

## MOTION TO ADJOURN

- Motioned by: Ian Savard
- Seconded by: Garrick Ratliff
- Motion Passed: Yea
- Time Adjourned: 11:48 AM