

Staff Congress Newsletter



Chair Chat

Welcome to a new year and a new semester at MSU!

I hope you all had a restful break and (by this time) have had a successful start to our spring semester. Perhaps you had time to attend convocation and got to hear President Morgan's affirmation that employee raises were a top issue going forward into the year. We don't yet know the certainty about what the budget will allow, but I will share that news when I hear.

I wanted to take some time to express how pleased I am to see staff submitting concerns to the Congress using our [anonymous form](#). In our last meeting, someone submitted that the flags in front of the administration building were looking faded and worn. Our Staff Issues committee, headed by Jamey Carver forwarded that to facilities who replaced the flags in short order. Little things like that can be often overlooked in the day-to-day activities, and it's great that we have a tool where those [staff concerns](#), both large and small, can be submitted and addressed.

Of course, none of this could happen without you! As the semester progresses, we will start conducting elections for new staff representatives and new officers. Perhaps you could consider being a member of Staff Congress and helping staff make a difference.

Thank you for all you do for MSU!

-Chair Flora

January 2023

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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.

Craig Dennis Retirement Celebration Invitation

We are celebrating Craig's retirement after over 33 years of dedicated service to Morehead State. He has worked in various capacities but held his current role, Retention Specialist/Eagle Success Program Coordinator/Lecturer, for over 18 years. Please join us to share your well wishes with Craig on Monday, January 23, noon-2pm in Allie Young Hall room 318 (3rd floor).

Space Science Center Valentines Under the Stars

You're invited to the Space Science Center's Valentines Under the Stars event. Enjoy a gourmet meal with wine pairing by Morehead Catering in the Rotunda, and view the Planetarium Special Feature and live presentation of the night sky in the Star Theatre. Each couple will receive a personalized map of the night sky. Tickets are \$150 per couple. Reserve your table by emailing star.theatre@moreheadstate.edu. Payments must arrive (by mail or in person) at Star Theatre, Space Science Center, 235 Martindale Road, Morehead KY 40351, by February 8th (cash or check). Please include any dietary restrictions in the email reservation. *Telescope viewing if weather permits*

MSU Inclement Weather Plans

It is that time of year again when weather may affect class offerings and campus accessibility. Please take time to familiarize yourself with the various plans (see moreheadstate.edu/weather). In particular, faculty please note that in Plan B, instruction moves to online. We strongly encourage faculty teaching face-to-face courses to pre-plan possible alternative assignments for students to minimize loss of instructional time if campus remains inaccessible for several days.

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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.

Melissa Brown - Groundskeeper

I would like to recommend Melissa Brown, Groundskeeper, for a staff salute in recognition of the great job she does keeping our campus grounds maintained. She is routinely seen around our building removing debris and weeds from flower beds, clearing sidewalks, and overall making the campus look great.

Scotty McGlone - Grounds & General Services

Scott McGlone and his crew were extremely helpful when unloading books for our StoryBook Christmas project. They could have just brought the pallet from storage and left, but instead they all jumped in to help unpack the books. Their help was greatly appreciated.

Donnie Willoughby - Manager, Grounds & General Services

I wanted to thank Donnie for working with our program in storing books for the Storybook Christmas Project. He worked with our staff whenever we needed access to the books and when we needed the pallet brought to our office. He is always great to work with.

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Staff Congress Meeting Summary

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

Chair David Flora reported:

- At Convocation, President Morgan stated that staff raises are a priority.
- Staff Congress pins have arrived and are available for pickup at Secretary Scott's office in the Camden-Carroll Library Commons, 8am-4:30pm, Monday-Friday.
- There will be lots of work being done on campus buildings this semester, so watch for email announcements concerning your office locations. Supervisors are advised to allow flexible work environments if needed.
- Long time Library staff member, Barry Spartman, recently passed away. He served the institution for over 31 years.
- MSU Librarians are unable to vote in Faculty Senate Regent elections due to their technical classification as staff. The Provost has resolved to work with Librarians to resolve the issue. In the meantime, as staff, we (Staff Congress) are happy to represent them in this space, should they choose to do so.

Credentials & Elections Committee Chair Toni Hobbs reported:

- It's almost time for elections.
- Those interested in becoming an officer should contact current officers to learn more about the roles.
- Please encourage colleagues to join Staff Congress.

Ad-Hoc Committee Report

- Ad-Hoc Committee Chair, Lora Pace, will be meeting with the FYS Subcommittee to address the Staff Concern regarding FYS evaluations.

Cabinet Report: Mary Fister-Tucker reported:

- President Morgan has identified employee compensation as one of his top priorities. The cabinet has been working hard toward this end.
- MSU offices will be closed on Monday, January 16th, in observance of Dr. Martin Luther King day. An event is scheduled for 6pm in ADUC Ballroom A, where guest speaker Dr. William Turner, will present.
- MSU employees have a floating holiday on March 17th.
- The MSU Gala is scheduled for April 29th.

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- Classes begin on January 17th.
- Staff are encouraged to look at [MSU's inclement weather policy](#), paying attention to changes to Plan B, which now indicates that online learning may continue at instructor's discretion, so they should continue to monitor communications. Employees should also continue to monitor communications.
- The MSU Retirement Plan Committee is working towards lowering retirement plan fees. The committee plans to offer a town-hall meeting the week of February 6th, where retirement plan consultants will be present for questions and feedback.

Faculty Senate President David Long reported:

- In regards to the Ad-Hoc Committee, Faculty Senate has previously made recommendations to the Provost pertaining to evaluation of fractionalized staff.

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Staff Concerns

The following concerns were submitted by staff on the anonymous [Staff Congress Questions & Concerns form](#).

Comment/Concern	Response
Why do we need to log in to access faculty and staff on the directory? Very inconvenient.	For security reasons, individual staff information was moved behind the MyMorehadState Portal login. The hope is to reduce the risk of phishing scams directed at MSU faculty and staff.
I have a concern about my FYS students evaluation being a factor in my personnel evaluation. This is how the last evaluation for the class reads: "Your responses also will be used to evaluate your instructor's effectiveness as part of our annual review process." December 2022. If a student does not like FYS and answered the questions based on their opinion of the class, that is not fair with how I taught the class. Also if a student states they did not learn or didn't find the lessons useful, but they did not attend class, this should not be a factor in how our evaluation for our "job" is conducted. There needs to be a separate evaluation for FYS with the FYS committee. This committee needs to observe our classes and how they are taught or have it similar to how faculty get evaluated for their teaching. Not all based on a 46 question student survey at the end of the semester.	This concern was sent to the Staff Congress Ad-Hoc committee that was formed to address the evaluation process for staff who teach classes.
The "Directory" feature on the MSU website recently changed so we can no longer search for staff or faculty by name. It directs us to log in, where presumably we are to look people up in Colleague. However, Colleague does not provide organization information and often does not provide office location information, which is usually what I am looking for. Instead, Colleague provides home addresses and the last four digits of the employee's SSN, info I don't need and info	For security reasons, individual staff information was moved behind the MyMorehadState Portal login. The hope is to reduce the risk of phishing scams directed at MSU faculty and staff.

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that probably shouldn't be that easy to obtain. Can we just have the people directory search back please?

Can we tighten up the flag display in front of Howell-McDowell? First of all, the MSU flag is in tatters. It is actually ripped badly and looks horrible...not to mention the fact that it is faded. Secondly, the flags are flying closer to half mast than to the top. The flags should be at the top of the poles. Additionally, the flags are not tight on the poles--the ropes need to be tightened up so they don't flail all around in high winds. Finally, clean the leaves off the lights that are supposed to illuminate the flags at night. All of this needs to be addressed at our flag display. It is a potential eyesore for visitors coming to campus (i.e. prospective students and their parents).

The guard rail at the top of the road to Eagle Lake needs to be replaced. For some reason it was removed last year. Also removed was the chain that blocks vehicle access to the dam and the wetlands behind Eagle Lake. If you're going to continue to allow vehicle access to that area and not use a chain and guardrail, you will soon see one or more of the following occur: someone driving back into the wetlands and doing some four wheeling, someone driving onto the dam itself, and/or someone unfamiliar with the roads inadvertently driving over the dam at night and into the water.

This concern was forwarded to Facilities Management, who immediately took care of the issue. We now have 3 new flags and the leaves have been cleaned up.

This concern was forwarded to Facilities Management.

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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