

STAFF CONGRESS MINUTES



Date: Wednesday, January 11, 2023

MEMBERS ATTENDED

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

GUESTS

Dr. Annie Adams, Mary Fister-Tucker, Dr. David Long, Dr. Joel Pace, Lora Pace, Bridget Prichard

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:** Zachary Roberts
- **Seconded by:** Julie Ferguson
- **Motion Approved:** Yes

CORRECTIONS

No corrections were presented.

CHAIR'S REPORT

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.

VICE-CHAIR'S REPORT

Vice-Chair Helisha Tuerk reported:

No new updates.

SECRETARY'S REPORT

Secretary/Treasurer Xavier Scott reported:

- **Supply Account Balance:** \$5.38
- **Expenditures:** None.

STAFF SALUTES

SCOTTY MCGLONE - GROUNDS & GENERAL SERVICES

Scott McGlone and his crew was 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

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.

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.

COMMITTEE REPORTS

BENEFITS & COMPENSATION:

B&C Chair Rianna Robinson was present. No updates were provided.

CREDENTIALS & ELECTIONS:

C&E 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.

STAFF ISSUES

Staff Issues Chair Jamey Carver was not present. Staff Issues representative Traci Webster reported:

Comment/Concern	Response
<p>Why do we need to log in to access faculty and staff on the directory? Very inconvenient.</p>	<p>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.</p>
<p>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.</p>	<p>This concern was sent to the Staff Congress Ad-Hoc committee that was formed to address the evaluation process for staff who teach classes.</p>
<p>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 that probably shouldn't be that easy to obtain. Can we just have the people directory search back please?</p>	<p>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.</p>
<p>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).</p>	<p>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.</p>
<p>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</p>	<p>This concern was forwarded to Facilities Management.</p>

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.

AD-HOC COMMITTEE REPORT

Committee Chair Lora Pace reported: Lora will be meeting with the FYS Subcommittee to address the Staff Concern regarding FYS evaluations.

REGENT'S REPORT

Staff Regent, Joel Pace, reported: the Board of Regents has had no meetings since the last Staff Congress meeting. The Board did attend Commencement.

HUMAN RESOURCES REPORT

Dr. Caroline Atkins was not present. No report provided.

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.
- 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 REPORT

Dr. David Long reported:

- Faculty Senate has not yet met since our last Staff Congress meeting, so next month's report will cover two months.
- Faculty Senate has previously made recommendations to the Provost pertaining to evaluation of fractionalized staff.

STUDENT GOVERNMENT ASSOCIATION REPORT

Reported by: President Chloe Marsteller was not present. No report was provided.

OLD BUSINESS

- No new business items were presented.

NEW BUSINESS

- No new business items were presented.

ANNOUNCEMENTS

- No announcements were presented.

MOTION TO ADJOURN

- Motioned by: Zachary Roberts
- Seconded by: Merrell Harrison
- Motion Passed: Yes
- Time Adjourned: 11:44 AM