

Staff Congress Newsletter



Chair Chat

February has brought a relatively normal semester to MSU, and I am glad for it. It seems like just a couple of days ago, we were all struggling with bad news, how to teach online, and how to stay safe. Now, we can see and hear the students in their studies, in the dorms and on the field. How good it is!

Of course, we still need to be vigilant. There's violent news on college campuses that remind us that we must be responsible for each other's safety.

Through all these struggles, MSU staff have continued to do the important work of helping our communities build better futures. I didn't used to believe in it like I do now.

I used to see college as something like a predatory institution, taking student money to sustain our current lives. It was just a job that I went to that paid the bills.

Then, I taught my first, adjunct FYS class.

That experience reminded me of just how much young people are looking for a pathway to a stable and better place. In many cases, we are the success stories we used to wish for. Our students need to see our examples so they can believe in their futures.

If you haven't considered teaching a section of FYS, I encourage you to do so. There is no higher calling than being of service to others.

That's what you do every day at Morehead State. Thank you!

-Chair Flora

February 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.

Office of Information Technology Warns of Authentication Scam

Morehead State's Office of Information Technology (OIT) is warning users about potential multi-factor authentication (MFA) scams. According to Director of Information Security and Compliance Patrick Gonzalez, MFA offers greater security for accounts than a simple username and password login, but it is not foolproof.

"It is important to realize that while MFA provides a significant increase in privacy and security. It does not provide complete safety from attackers and compromised accounts," Gonzalez said. "Once an attacker has acquired your username and password, they can send MFA requests to your authentication device by repeatedly attempting to log in with your credentials. This attack is called "MFA prompt bombing."

Learn more at [MSU News](#).

Morehead State Celebrates Black History Month

Morehead State's Eagle Diversity Education Center (EDEC) and the Campus Activities Board (CAB) are sponsoring programs throughout February to celebrate Black History Month.

Several movies representing black actors and stories are showing every Monday in February in the Adron Doran University Center (ADUC) theater. They are:

- "The Butler," Monday, Feb. 20, at 6 p.m.
- "Till," Monday, Feb. 27, at 6 p.m.

Learn more at [MSU News](#).

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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.

Alexis Meddings - Administrative Assistant, College of Science

I had the opportunity to work with Alexis on a problem. I found her to be very responsive, professional and she was able to resolve the issue quickly and efficiently. It was a joy working with her and I will look forward to partnering with her again.

Nicholas Justice - Human Resources Assistant

Nick was the target of a targeted phishing attack and had the awareness to verify the communication. Nick went on to assist the MSU Information Security with collecting additional information from the attacker which was then communicated to the FBI for investigation. Kudos to Nick and the HR/Payroll team for their vigilance.

Rob Lacy - Senior Information Technology Specialist

Rob Lacy goes above and beyond his typical job duties as a Sr. Technology Specialist. His knowledge and expertise are greatly appreciated, and he is always professional and extremely helpful. Rob is an excellent representative for the IT Department.

Nelda Marie Anderson - Secretary Specialist for Housing

Marie is always friendly and helpful with housing issues. She is patient with students and expresses care and concern for their well-being.

Dr. Caroline Atkins - Director of HR

Dr. Atkins goes above and beyond her duties as Director of HR. She makes employees feel heard and appreciated. She always has a smile on her face and greets employees on a first name basis. I'm happy to see her in this role and can't wait to see what else the future holds for her and her role here at Morehead State University.

Debbie Cooper – Facilities

I would like to recognize Debbie Cooper in FM. Every time I need to call and report an issue or ask information, she is always friendly and helpful. Her responsiveness and excellent customer service need to be recognized. Thanks, Debbie!

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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:

- President Morgan proposed potential raises [contingent on funding] for employees who were here during the pay freeze, from 2014 to 2018.
- Performance funding is being reviewed in Frankfort.
- Several members of Executive Council met with Provost Antony Norman to discuss evaluations for staff who have teaching in their job descriptions. When these staff were assigned to teach these classes as part of their job description, their pay increased by the same amount given to adjunct instructors. Since then, adjunct pay has increased, but teaching staff wages have not. Dr. Norman requested information on the staff who teach at MSU to investigate this issue further.
- There will be construction on campus this semester, improving buildings, upgrading HVAC, and improving the wireless internet infrastructure. Supervisors should prepare for potential work interruptions.
- The monthly cap on vacation days has been lifted and has been replaced by a yearly cap. Staff are encouraged to use their excess vacation days before July 1st, after which time the excess leave balance will expire.
- MSU IT has negotiated a new contract with Spectrum, to make television services available to all students, faculty, and staff. You may use this service on campus or at home by logging into [SpectrumU](#) and entering **moreheadstate.edu** as the domain. Off-campus users will have a limited number of channels, compared to on-campus users. This service includes up to 20 hours of DVR storage.

Vice-Chair Helisha Tuerk reported:

[MSU Inclement Weather Plans](#) - Reminder: Please take time to familiarize yourself with the various plans.

- **PLAN A** - MSU is closed. All administrative offices are closed. All classes, including in-person, distance-learning and online classes, will not meet.
- **PLAN B** - MSU is closed. All **In-person classes** will not meet. However, alternative (**virtual**) learning may continue at the instructor's discretion.
- **PLAN C** - MSU will operate on a two-hour delay. Offices will open at 10 a.m. Monday/Wednesday/Friday classes will begin with the 10 a.m. class; Tuesday/Thursday classes will begin with the 11 a.m. class.
- **PLAN D (TUESDAY/THURSDAY ONLY)** -MSU will operate on a 1 hour and 30-minute delay. Offices will open at 9:30 a.m. Tuesday/Thursday classes will begin with the 9:30 a.m. class.

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Benefits & Compensation (B&C) Chair Rianna Robinson reported:

- B&C committee agrees that the President's compensation proposal to increase staff wages is a good plan, but had some concerns.
 - Does this raise include staff who are in grant-funded positions?
 - Mary Fister-Tucker responded that the raise may only be provided if the granting agency allows it, assuming the funding is available.
 - If their raises are contingent on whether the grant fund has enough money, could the anticipated surplus be used in advance, rather than at the end of the fiscal year?

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

- C&E will meet in February to prepare for the Staff Congress elections.

Ad-Hoc Committee Chair Lora Pace reported:

- Lora, Michelle Barber, and Jamie Carver met with the Provost.
- The FYS Subcommittee has formed a new subcommittee to work with the Ad-Hoc Committee. These two committees met on February 2nd.
 - Worked on a proposal. Final draft will be brought to Staff Congress.
 - Committee recommends that teaching staff continue to be evaluated by their department, but that the teaching not be part of their performance evaluation, as it is a separate job, including FYS adjuncts.
 - FYS adjunct evaluations are on the agenda to address.
 - Staff who are teaching FYS as part of their job should be evaluated in their annual performance evaluations, as it is part of their job description.

Staff Regent Joel Pace, reported:

- The Board of Regents will meet on February 23rd.
- Staff Congress should support the President's compensation package.
- The Faculty Regent election is currently taking place.

Dr. Caroline Atkins, Director of Human Resources, reported:

- The Employee Appreciation Picnic is scheduled for April 26th in front of ADUC.
- Annual performance evaluations are from April 2022-March 2023. Review job descriptions to be sure they're up to date. Supervisors can submit modifications.
- Be honest when doing/receiving evaluations.
- Watch for professional development needs.
- Employees coming off of probation during this period do not have to be evaluated twice.
- Employees should use the evaluation meeting as an opportunity to communicate needs.
- Supervisors with employees who are having a difficult time, HR is available to help with employee improvement plans.
- Human Resources now implements student hiring, so students can go to the [HR website](#) and go to the career tab, where they can now sort jobs by student positions.
- HR also now takes care of onboarding.

Cabinet Report: Mary Fister-Tucker reported:

- Staff who have opted for the optional retirement plan instead of KTRS, or who are doing elective deferrals to a 457 or 403b plan, are encouraged to come to one of the upcoming informational sessions. An informational email will come out soon.

Dr. David Long was not present, but he provided his report via email:

- Senate business is pretty practical these days with the revision of various PAcS, but our main concern right now is the handling of Academic Affairs.

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Staff Concerns

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

Comment/Concern	Response
Can a safety light be put in/around the back of Howell-McDowell? When employees arrive before daylight it is very dark in the upper parking lot close to the building and the road/stairs into the back of Howell McDowell. It would be easier to navigate the stairs and safer for female employees to have the space lit up. Also, could the shrubbery that is on either side of the back steps of Howell McDowell be cut back or taken out? It looks like a hot mess where it has grown unfettered over the years and never been cut back and the shrubbery is encroaching on the sidewalk, steps and stair railings.	Answer from Facilities Management: Existing lighting in this area has been repaired and the shrubs will be trimmed.
Could someone please do something about the tennis shoes hanging from the tree between East Mignon and Nunn Hall?	Answer from Facilities Management: Facilities will take care of this.

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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