

Staff Congress Newsletter



Chair Chat

In like a lamb, out like a lion. I don't know how many of you have heard that phrase as it relates to March weather, but it certainly has been a turbulent time. We've seen pretty extreme temperatures, and we've had our first closure due to high winds that I can remember.

Still, we are officially in spring, and it's finally starting to feel like it. April is my favorite month, partly because of its beauty, but we will also be seeing a raise on April 1st, which is really welcomed. I'd like to thank the staff who have worked with the administration to help make that happen.

Part of the spring change at MSU is the election of new Staff Congress representatives and officers! Be on the lookout for nomination forms. I encourage you to get involved in Staff Congress. It offers new perspectives on campus-wide issues and gives you a voice in decisions that get made. It's a great experience to serve our campus family.

Just another reminder that our yearly cap on vacation days is coming on July 1. I encourage you to work with your department to get those vacation days scheduled so you can enjoy the full benefits you earn here at the University.

Thank you for all you do at MSU!

Chair Flora

March 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.

Steel Magnolias, Directed by Ruby Harr

Join the Department of Music, Theatre, & Dance for the dramatic production of [Robert Harling's Steel Magnolias](#). Dates are March 23-26 and March 30-April 2. Productions are presented in the Lucille Caudill Little Theatre in Breckinridge Hall unless otherwise stated.

Tickets are:

- \$11 for the general public
- \$6 for faculty, staff, senior citizens, and non-MSU students
- free with an ID number to MSU students

Reservations are required for all productions and are made by calling 606-783-2170 or via email at mtinboxoffice@moreheadstate.edu.

Tickets are available at the box office in Breckinridge Hall or may be [purchased online](#).

Black Gospel Ensemble Spring Concert

Join the Black Gospel Ensemble for their annual [Spring Concert](#). The Black Gospel Ensemble is a non-auditioned chorus open to all MSU students. Specializing in the performance of gospel music, Negro Spirituals, and Contemporary Praise & Worship, this group frequently accepts performance requests from churches, public schools, campus events, and civic organizations.

- Date: March 23
- Time: 7:30pm-9pm
- Location: Baird Music Hall
- Tickets: Free

For more information, contact Roosevelt Escalante at 606-783-2482 or email at r.escalante@moreheadstate.edu.

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Women's Beach Volleyball

There are several Beach Volleyball games listed for the month of March and April. For a complete list of games, please visit the [Women's Beach Volleyball](#) page.

Men's Baseball

There are several Men's Baseball games listed for the month of March and April. For a complete list of games, please visit the [Men's Baseball](#) page.

Women's Softball

There are several Women's Softball games listed for the month of March and April. For a complete list of games, please visit the [Women's Softball](#) page.

Women's March

Join us for [Women's March](#), celebrating Women's History Month and championing Women's Rights.

- Date: March 29
- Time: 4pm-5pm
- Location: Little Bell Tower

For more information, contact Eagle Diversity Education Center at 606-783-9569 or email at edec@moreheadstate.edu.

Star Theater Public Shows

Star Theater has a variety of public shows scheduled for the months of March and April. For details, visit the [Star Theater Public Show Schedule](#).

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.

Asiah Handley - Enrollment Services Internal Services Specialist

Asiah has the patience of a saint. She helps this department stay on top of everything. She is so pleasant and helpful to everyone. She also has a pleasant voice on the phone that is calming and soothing. Sometimes that calm voice is all you need to get things worked out.

Jen Timmermann - Director of Transition Services

Jen is always helpful and accommodating. She is looking outside the box to help students transfer to MSU. She devotes her time each day helping students and families.

John Rose - Financial Aid Specialist

John is always helpful when I have a question for a student. He is a pleasure to work with and so helpful to students.

Staff Congress Meeting Summary

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

Chair David Flora reported:

- Performance funding is being reviewed in Frankfort. We hope to see positive changes for MSU soon.
- 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.

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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.

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

- The 2023 Staff Congress election will be held online April 11-12. Each eligible staff member will have the opportunity to vote via electronic ballot. The election link will be sent to your MSU email account prior to the election.

Staff Regent Joel Pace, reported:

Highlights from the BOR Meeting:

- Approval of several annual audits for the University – all were clean audits.
- Approval of amendments to the SGA Bylaws.
- Approval of housing rates for 2023-2024. There are no increases in rates, other than the alteration of the Craft Academy moving from Grote-Thompson to Alumni Tower.
- Approval of the Employee Compensation Plan.
- Presentation on the timeline for construction of our new Science / Engineering Building.
- Capital Planning Presentation on our request for new buildings from the legislature. Our highest priority is a multi-disciplinary classroom building which could house several academic programs including the replacement of Baird, Combs, and potentially other building.

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The Board of Regents also approved the Compensation Plan that was presented to our campus a few weeks ago on the campus livestream. Our goal within this plan was to provide:

- Another base raise to employees
- Provide additional catchups to our long-term employees.
- Raise the staff scale and minimum hourly pay.
- Further address faculty compression and complete any remaining faculty inversion.

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.

Cabinet Report: Mary Fister-Tucker reported:

Employee Compensation Plan:

- Another base raise to employees
- Provide additional catchups to our long-term employees.
 - Examples
 - Employed FT since September 1, 2014, no break in FT service.
Catch-up 2% + Base 3% = Total 5% raise
 - Hired FT September 1, 2017, no break in FT service.
Catch-up .05% = Base 3% = Total 3.5%
 - Employed FT on August 15, 2022, no break in FT service.
Total 3% raise
- Raise the staff scale and minimum hourly pay.
- Implementation is scheduled for April 1, 2023.

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

- Continued negotiations of language within PAc-27.
- Passed an update of Emeritus status faculty rights and privileges.
- Continuing language tweaks to several other PAcS.
- Conducting Faculty Regent elections.

Student Government Association (SGA) President Chloe Marstiller reported:

- Morehead State's Student Government Association seeks nominations for the 2023 Student Choice Awards. Nominations will be accepted until Sunday, March 6th, and voting will take place April 4th and 5th. The Student Choice Awards Banquet is on Wednesday, April 20th, at 6:30 p.m. in the ballroom at the Adron Doran University Center (ADUC).
- SGA intends to attend the rally for higher education on March 9th, for a conversation with the commonwealth's legislators.
- Executive Board elections will happen in March.

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Staff Concerns

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

Comment/Concern	Response
<p>I work in the Education Services Building (the old courthouse by Family Dollar). Our building is home to many of the offices that fall under the Office of Regional Education and Outreach, such as Talent Search, Upward Bound, RSVP, AmeriCorps, the Adult Learning Center and others. Due to the nature of our jobs (outreach), this means that myself and others who work here are constantly packing materials (carts, wagons, dollies, etc., sometimes very large loads) in and out of the building. Unfortunately, our building lacks a push-button, automatic door opener, so we struggle if there is no one available and kind enough to hold the door for us. Not only is this an inconvenience for us, but when programs in our building receive large orders from UPS, the delivery people struggle as well. And last but certainly not least, our building is where adult students, some of whom are elderly and/or handicapped, come to study, and if they can't get in the building easily they are not likely to return to receive our services. There are also college classes held in our building (Legal Studies classes in the old courtroom).</p>	<p>Answer: Concern has been sent to Facilities Management to make them aware of the issue.</p>

<p>When will the MSU Master Plan be updated? The most current one is from 2014. Also, there is talk of putting the new science building behind Claypool-Young/Howell-McDowell area but the current Plan shows a "West Campus Science Zone". Is there any consideration in putting the new building in that area? If not, why?</p>	<p>Answer: The Master plan was last updated in 2019 and it was approved by the Board of Regents on June 18, 2020. The 2014 plan had a "west campus science zone", but in the 2019 update the west zone was classified as a "west academic zone". The 2019 update also included a new map depicting the new science building behind Howell McDowell /Claypool young. To create a west campus science zone, it would require the razing of Lloyd Cassity, Third Street Eats and other property acquisitions/razing which would not be feasible given the timeline we must adhere to in order to receive the state provided bond funding for the project.</p>
<p>Clocks across campus are not correct. Evidently they are supposed to be controlled by WiFi but they do not update when the time changes. When reporting an inaccurate clock to Facilities, nothing happens and later the work order is closed without any visit, solution or communication.</p>	<p>Answer: The clock problem is an almost continual and recurring problem. FM has received 8 work orders in the past 6 months, and we have fixed 6 of them. The other two have problems that would be costly to repair/replace. FM will begin taking the clocks out of buildings that are not working properly. Please continue to report clock inaccuracies via a work order</p>
<p>Why pay for parking? The lot behind HMA has vehicles without the proper tag, if they have a tag, showing.</p>	<p>Answer: Lot is monitored and tickets have been written. Please notify MSUPD if anyone witnesses an infraction.</p>

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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