

Staff Congress Newsletter



Chair Chat

Happy May! I hope you all had a productive spring. The changing of semesters is something I really enjoy about university life. It has a more cyclical feel that is more like a field than a factory. It keeps things fresh.

A reminder that our yearly cap on vacation days is on July 1st, so work with your team to use your vacation time. Rest and renew yourself.

We will soon have an interim Provost in place, and the search will begin for an Associate Provost. For those who are anxious about change, remember that MSU has gone through numerous changes in its 101 years as a public institution. We've come through better than ever.

By now you should have seen the nominations for new Staff Congress members. My thanks on those who have agreed to serve, and I look forward to working with you soon.

Thank you for all you do for MSU!

Chair Flora

May 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.

Memorial Day

MSU will be closed Monday, May 29 for Memorial Day. Administrative Offices will be closed, and classes will not meet.

The MSU Police Department will be staffed 24-7 during the break. They can be reached at 606-783-2035.

MSU Service Awards

During the Employee Appreciation Luncheon, administrators congratulated faculty and staff for their years of service. Here is a [complete list of service award recipients](#). Thank you all for remaining part of our MSU family.

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.

Blake McGlone – MSU Affiliate

He has been helping weed eat and make campus look good. When he isn't doing that he is helping clean buildings, and refresh them by painting.

Andrew Bartee – Heat and Water Plant Operator

He has gone above and beyond with helping with grounds before his shift at the physical plant.

Joe Stafford – Pest Controller

He keeps the bugs and critters away in the buildings and campus.

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Travis Jolley – Maintenance Supervisor/Locksmith

He is willing to help anyone with any job that needs to be done.

Kevin McGlone – Maintenance

He is willing to do anything anyone asks of him to help others in facilities.

Christopher Pence – Groundskeeper

He works hard on campus by making sure the trash is collected in the mornings, flower beds mulched, the entire campus is weedeated along with other daily tasks. He is also hardworking and should be recognized for his hard work for making campus look good.

Scott McGlone – General Services Supervisor

He works hard to keep campus offices moved around, mowed, and any other job needed done. He is a hardworking employee who needs recognition for all the hard work that most on campus take for granted.

Staff Congress Meeting Summary

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

Chair David Flora reported:

- Chair Flora and Vice-Chair Tuerk participated in a committee to select an interim provost. They are hopeful that Dr. Raj Parikh will take up the role in July 2023.
- Associate Provost Laurie Couch has accepted a new position. President Morgan requested potential search committee members from Staff Congress for the Associate Provost position. Chair Flora suggested Michelle Barber and Xavier Scott. Chair Flora expressed that he is in favor of internal candidates.
- In their last meeting, Faculty Senate discussed dismantling the current First Year Seminar (FYS) program. The FYS program is currently taught by qualified staff. A large amount of data gathered from FYS surveys indicates a high level of student satisfaction. FYS represents one of the few opportunities for qualified staff to supplement their pay with adjunct teaching. Chair Flora encourages our Faculty Senate colleagues to talk with staff and take a deep view of the program before attempting massive changes to its structure and content.
- Chair Flora and Vice-Chair Tuerk will be reviewing the Staff Congress bylaws to change the term “Chair” and “Vice-Chair” to “President” and “Vice-President,” respectively, as well as cleaning up some language.

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Vice-Chair Helisha Tuerk reported:

- Vice-Chair Tuerk will be working with Chair Flora on the Staff Congress Constitution and the Bylaws to update terms and clean up language.

B&C Chair Rianna Robinson reported:

- B&C approved the revisions to the UAR involving changes in pay scale due to raises.

Chair David Flora reported on behalf of Credentials & Elections (C&E) Chair Toni Hobbs:

- Chair Hobbs sent the ballot information for new members to Clarissa and Courtney today, so we should be seeing the ballot soon.
- Staff Congress officer elections will be held during the June meeting.

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

- Thanks to attendees of the Employee Appreciation Picnic Event.
- Staff have requested a dunking booth for next year.
- The Human Resources department is working on completing the performance evaluations.
- The Human Resources department is working on policy revisions.

Cabinet Report: Mary Fister-Tucker reported:

- The Cabinet is working with Human Resources on policy revisions.
- She sent minor changes to [PG-15 – Employment of Minors](#) to Staff Congress, ensuring compliance with federal regulations.
- The policy for salary increases upon advanced degree attainment is being changed to be in line with Staff Congress' recommendations to the UAR.
- Other policy recommendations to be sent to Staff Congress for review are [PG-39 - Things to Know When Leaving University Employment](#), [PSE-7 Discipline, Reassignment or Dismissal](#), [PSNE-8 Discipline, Reassignment or Dismissal](#), and [PSNE-5 Overtime Pay for Employees Classified as Staff Nonexempt](#).
- Commencement is May 13th.
- Fall enrollment is looking positive, with an increase in SOAR registrations, and increased retention of second year students.

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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 the bells ring at 8:02 instead of 8:00?	Facilities Management has been notified and is working on the problem.
We need a central training and help documentation source for Colleague. When I started, I was given access but no training except FERPA. The generic help documentation only identifies what things are, it does not identify HOW things should be entered or queried. I had to hunt around to find folks to help me and sometimes I only found out the "right" way after it was done incorrectly. Instead of a central resource, this knowledge gets "handed down" from employee to employee and isn't always correct or up-to-date. I've encountered instances where I've had issues and had to contact other folks to let them know something was done incorrectly in the system, only to find out they were told to do it that way by some other well-meaning employee. At my previous university, I was not granted access until I had successfully completed an extensive training to ensure I was following specific processes. There was also readily-available, thorough documentation of every single process. This was a very efficient and effective way to ensure data was entered correctly and uniformly.	Staff Congress will take this request under advisement and work towards a solution in the future. It is not something that can be generated in a short amount of time.

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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